



Annual Report 2025

Atonement Lutheran Church, ELCA
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Council President Cathy Dykman-Acinger's Report

Prepared by Cathy Dykman-Acinger
Atonement Lutheran Church Council President

¹⁸ “Forget the former things;
do not dwell on the past.

¹⁹ See, I am doing a new thing!
Now it springs up; do you not perceive it?
I am making a way in the wilderness
and streams in the wasteland.”

I love to think on these verses from Isaiah 43, which call and encourage us forward with the assurance that God is renewing and transforming life, always providing through times of challenge, creating new paths, and giving refreshment and hope. It is God that goes before us and beside us as we honor the past, minister in the present and dream about the future. What a wonderful vision to ground us as we reflect on Atonement's ministry during 2025 and look toward 2026.

We are deeply grateful to God for each of our Atonement staff who have continued their faithful work to lead and guide our varied ministries. Thank you Boo, Drew, Rick, Toni, Traci, Nathan, Penny, Erin, Ray, Julie, and of course, our beloved pastors, Jordan and Zac. Each one of these special persons bring skills and gifts that enrich our faith community. Please take the time to read their reports and learn about all their good efforts. Then, I encourage you to connect with them in person or in writing to affirm and thank them.

I especially want to express our collective gratitude to Pastor Zac, who was open to serving the broader church when he allowed himself to be a candidate for the Bishop of The Central States Synod of the ELCA. Clearly the Central States Synod knows what a treasure he is, as he was nearly elected to that office. We are blessed to have him continue as our Senior Pastor. We surely appreciate the immensity of his responsibilities to preach and teach, discern and guide, manage an untold number of events and people, and at times to call us to task with the prophetic voice. We ask God to continue to bless and keep him and all our Atonement staff.

2025 was a momentous year as our Atonement congregation made three major decisions that will significantly direct our future course. The fact that our congregation made these major decisions speak volumes about our Atonement family's love of this special place, and a confidence in God's provision for Atonement's ongoing mission in Overland Park and beyond.

In May, our congregation voted to hire Horizons Stewardship to help us develop a Strategic Plan and Next Level Generosity Plan. Horizons along with the help of our staff and many dedicated members have been working diligently to listen, assess, plan and begin to implement plans in these areas. Thus far, we are very pleased with the work and guidance of Horizons and are filled with hope.

On Reformation Sunday, our congregation voted to become a Reconciling In Christ Congregation and to refine our Welcome Statement. I was so very proud of our process which allowed for learning, listening, discussion, and respectfully caring for one another, as we moved forward on our decision to publicly state our joyful welcome to people of all sexual orientations, gender identities, gender expressions, races, ethnicities, ages, abilities, and family structures into the full life and leadership of our church. Special thanks to a committed group of Atonement members who nurtured this process for over a decade and a half, and to our Vice President, Neil Pfeiffer, who shepherded us through this vote with a heart of compassion and love.

On November 16, our congregation gathered once again for another specially called Congregational Meeting and voted on two motions with the intent of securing the future integrity of our campus. The congregation voted in favor of contracting with Horizons Stewardship to help formulate and implement a 2026 Capital Campaign for the purpose of funding many deferred maintenance projects including the replacement of our sanctuary HVAC system. To enable these campus projects to begin in a timely fashion, the Council brought forward a motion to secure a construction loan of 1.5 million dollars from the Mission Investment Fund, with the intent of paying this loan down as funds are received from the 2026 Capital Campaign. This motion was approved as well and will enable us to get this greatly needed work underway.

Churches run smoothly not only because of dedicated staff but also because of dedicated volunteers. There are so many of you that give generously of your time, talents and treasures, and our Atonement family is so grateful. It is difficult to single people out, but I feel we need to be especially aware of a number of people who give over and above and deserve some special kudos. Did you know that Kaye Dalbec is our volunteer extraordinaire? She gives 20 to 30 hours a week working in our church office and beyond, and she does all of this with a happy spirit and a smile on her face. Thank you so much Kaye! Also, I would be remiss if I did not mention the volunteer team of Lyn Bowers, Jeanette Schumm and Pam Forrester who have stepped up to lead our Outreach Ministries. Earlier this year our magnificent Ros Thorpe and her husband Jim, retired and moved to central Missouri. Ros was the ultimate "church lady" as her husband Jim would say, and Outreach was one of her specialties. We miss having her on our staff so much AND, we are so very grateful that Lyn, Jeanette and Pam have volunteered to help us continue reaching wide with God's love through our work with The Good Faith Network, MLM, Harvesters, Project 1020, Brookridge Elementary, and ongoing Food In-Gatherings.

Lastly, I want to thank you and encourage you.

Thank you, Atonement, for joyfully sharing God's blessings with your ongoing offerings. The staff and Church Council strive to be good stewards.

Thank you, Atonement, for attending special congregational meetings, being open to the Spirit's encouragement and helping determine our church's direction.

Thank you, Atonement, for taking time to greet the person you don't recognize and taking the time give a warm welcome to all.

And... I encourage each of us to connect more deeply with our foundation, God's word.

I encourage each of us to use our gifts at Atonement in a new way this year. We need teachers and greeters, readers and servers, cleaners and organizers, gardeners, and on and on.

I encourage each of us towards more and more generosity.

Thank you for the opportunity to serve our Atonement church family. It's a pleasure to meet new people, get to know others more deeply, and work together in Christ's service,

Peace and Joy,

Cathy Dykman-Acinger
Atonement Lutheran Church Council President

Senior Pastor Zac Sturm's Report

Prepared by Pastor Zac Sturm
Atonement Lutheran Church Senior Pastor

When I reflect upon the past year in our ministry at Atonement, I prefer not to view numbers, charts, or graphs. To me, ministry is about making a difference in people's lives, one person at a time. Ministry is about bringing the message of Jesus to a hungry world, one person at a time. So, when I look back on ministry, I focus on the people and events that I remember best from the past year.

New Members:

In 2025 our church family welcomed many new members. In the spring we welcomed Mary Burnett and Ken Werne; Donna Duensing; Jeff Russell and Jaime Littlepage; Michael and Logan Weber and their daughter Holland; Laurie Pancoast; Paul and April Ruckman and children Xzavier Yell and Azalya Moreland; and Bill Zelenka and Caroline Justice. In the fall we welcomed Rod and Joan Bellows; Curtis and Debbie DeWitt; Holden and Anika Hartley; Phyllis Hicks; Victoria Olson; David and Donna Seely; John and Tamera Skeans; and Lindsey Romig and daughter Kaylee. We rejoice to welcome all these new members into the Atonement family of faith!

Baptisms:

In 2025 we welcomed Kathryn Jersak, Tripp Ainsworth, Darwin Buckley, Drew Fjeldheim, Charlotte Cunard, Grayson Cunard, Millie Spencer, Madeline Grant, Lucy Calvano, and Kaylee Romig-Guerrero into God's kingdom through the sacrament of Holy Baptism.

Deaths:

With moments of joy also come moments of tears. We remember members of our extended family of faith who died and joined their Creator in heaven for eternity. For 2025, with fond memories we recall Kay Henderson, Patricia Schroeder, Marilyn Brace, Greg Lang, Pat Eckart, Jon Bowers, Obed Thompson, Janet Eaton, Lorraine Heidenburg, Paul Olson, Joann Prange, Dorothy Dykman, and Ike Eugster. We will continue to hold their families and friends in our prayers.

Confirmation:

In 2025, Kardyr Collins, Sophie Daley, Jack Helgesen, Dayla Jertson, Jayden Meyer, Grant Sturm, and Lincoln Thyfault affirmed their baptism in the rite of Confirmation.

Weddings:

We celebrated the weddings of Chris and Cheyenne Wenske, Holden and Anika Hartley (offsite), and John and Colleen Eisenbarger.

Looking Forward to 2026:

At the end of 2025, our in-person attendance edging even closer to what it was pre-pandemic. We are at about 88-90% of our pre-pandemic in-person attendance. When we add our livestream audience for the 8:30 service, that number exceeds our pre-pandemic attendance. In other words, we are engaging more people in ministry now than we have in the past seven years. Our attendance continues the path of slow growth we have experienced here since 2020.

In 2026 we will continue to be active in the Good Faith Network. The GFN continues to focus on homelessness, affordable housing, and mental health issues in Johnson County. In 2024 we added elder care as an emphasis. I was elected to serve a one year term as Co-Vice President in November 2025.

In 2026 we will also continue our work with Horizons Stewardship. We are currently working with consultants from Horizons in three areas: Strategic Planning, Next Level Generosity, and a Capital Campaign that will take place in 2026. I am excited to see how the Spirit will guide and bless us through these efforts.

In 2026 we will continue to offer engaging and diverse worship experiences. We will continue to offer education as well, especially focusing on youth and children. We will continue to have fellowship opportunities. And we will continue to ask the Missional questions of "What is God up to in our community?" and "How can we get involved?" The Holy Spirit is active here!

Thank You:

In closing let me also say that I feel honored and privileged to serve as Pastor of Atonement. So often the ministry here focuses on me because I am the Pastor. In reality, I know that no ministry could happen here without you. I truly appreciate all the ways that you support our ministry through your offerings of time, talent, and treasure. We would not be able to function without the many, many volunteer hours given by members of our church. Thank you for your time and commitment to our little patch of God's kingdom called Atonement Lutheran Church.

Jesus says, "Follow me." At Atonement we say, "Here we are, Lord. Use us to the glory of you and your kingdom!"

In Christ's Service,

Pastor Zac Sturm
Senior Pastor

Associate Pastor Jordan Stone's Report

Prepared by Pastor Jordan Stone
Associate Pastor

Grace, Peace, and Mercy to you from God our Creator and from our Savior, Jesus Christ. What a year it has been. This year has been full of challenges, joys, and growth. Thank you for walking alongside me this past year and allowing me to do the same for you.

STEPHEN MINISTRY – Leaders Jan Allerheiligen and Marcia Mack. Our Stephen Ministers include: Pat Bjuland, Lyn Bowers, Angie Brickson, Frederick Baehner, Cathy Kauphusman, Wini Mercer, Barbara Mock, Dennis Nelson, Cindy Ommen, Collyn Peterson, Sandy Schumacher, Janette Schumm, and Scott Siegwald.

BREAD OF LIFE – Currently the Bread of Life group consists of Lynn Bleck, Bette Croes, Ruth Hofer, Cindy Peine, and Jim Peine.

GATHERING OF HOPE AND HEALING – We hosted our annual Gathering of Hope and Healing on November 1. This year's event included candle decorating, candle lighting liturgy, prayer, and a time of devotion.

MENTAL HEALTH FIRST AID – I taught several MHFA classes for people in our community including Advent Health and Holy Cross Lutheran Church.

PARISH NURSING TEAM – Our Parish nursing team (consisting of Dina Devries, Lyn Bowers, and Bette Croes) continues to meet regularly to discuss meeting the needs of individuals who have been in the hospital or who are anticipating upcoming hospitalizations.

PRAYER MINISTRIES – We have available the prayervine and prayer sheet for individuals to bring forward prayer intercessions.

THINGS TO LOOK FORWARD TO IN 2026 – Quarterly visits to our homebound members. June and July – Rainbow Trail with our Middle and High Schoolers. August – Working Preacher Retreat.

I could not do what I do without all of you. I am humbled by the opportunity to be your pastor and amazed daily to see the ways in which God works. I am grateful for each and every one of you. Blessings to you in this new year.

Pastor Jordan Stone
Associate Pastor

Congregational Meeting Minutes

Annual Meeting – January 26, 2026

Atonement Lutheran Church Annual Meeting
January 26, 2025

Preliminary

- Distribution of (2) 2024 congregational meeting minutes (a) Jan 28, 2024 and (b) May 19, 2024, and (c) 2025 budget
- Pastor Zac opened with a Prayer.

Atonement Foundation Meeting – Keith Pittrich

Foundation Preliminary

- Additional information found within the Annual Report.
- ALC Foundation is separate entity from ALC; funds are spent on other programs apart from operating expenses.
- **Motion to approve minutes** from 2024 Atonement Foundation Annual Meeting on January 19, 2024 (p33): Keith Mundy moves, Randy McCaully seconds, Approved Unanimous, Motion Carries.

Foundation Report Highlights

- Foundation balance has grown nicely past few years, due to stock market and stewardship committee efforts. E.g., 2024 added \$29K.
- As those funds grow, Foundation can give out more grants to support ministries of the church.
- 2024 included two outreach programs, Camp Tomah Shinga, with a total of ~\$5.5K

Foundation New Items

- Staff changes – need to elect 5 new board members. Dennis Allerheigen, Eric Jertsen, Eric Olson, Cindy Piene, Greg Smith.
- **Motion to cease nominations:** Keith Mundy moves, Cathy Dykman-Acinger second, Approved Unanimous, Motion Carries.

- **Motion to accept nominations:** John Jenson moves, Jim Thorpe second, Approved Unanimous, Motion Carries.
- **Motion to adjourn foundation meeting:** Keith Mundy moves, Sonja Pittrich seconds, Approved Unanimous, Motion Carries.

Atonement Congregational Meeting – Curtis Klaassen

Congregational Meeting Preliminary

- **Motion to approve both minutes** from the Annual Meetings on January 19, 2024, and May 19, 2024: Charlie Maahs moves, Randy McColley seconds, Approved Unanimous, Motion Carries.

Treasurer's Report – Mike Daley

- Mike directed the Congregation to page 34 in Annual Report and provided a summary of the 2024 Financial Results including a review of year-to-date deficit, giving trends, expenses, cash balances and the payoff of the mortgage.
- Next, Mike provided an overview of the 2025 General Fund budget including a review of pledges, giving trend and expense trends. Mike noted that pledges are up 5.7% however the giving budget was conservatively set at \$1.4 million, consistent with 2024 giving. He noted that expense savings from the mortgage payoff were redeployed into staff salaries and other items such as utilities and communications.
- Finally, Mike reviewed the Campus Improvement 2025 spending plan on page 50. He provided a review of projects completed in 2024 as well as the planned projects in 2025 and the allocation of \$150,000 from the general fund to continue to replenish Campus Sustainment funds.
- Mike thanked the Audit Committee as well as Traci Johnson and Toni Pearson for their hard work on the financials and annual audit.
- **Motion to approve 2025 Budget** and the 2025 Capital Improvement Budget as presented. Collyn Peterson moves, Brad Anderson seconds, Approved Unanimous, Motion Carries.

President's Remarks – Curtis Klaassen

- Approval Central States assembly delegates. Curtis and Cherry Klaassen, Jim and Ross Thorpe, Mark and Joanelle Porter

- **Motion to approve Central States delegates:** Keith Mundy moves, Jim Thorpe seconds, Unanimous, Motion Carries.
- 2025 is here, things are good!
- ALC has most in-person attendance in Central States, some credit due to pastors, staff, members, facilities.
- Challenged with finances, need sustainability – inflation vs. flat giving.

Pastor's Remarks – Pastor Zac

- Many good opportunities and challenges.
- Thanks to council members, esp. Curtis Klaassen and Mike Daley. Honored to serve here.
- Late Lent this year: March Lent, April 20 Easter.
- Continue with MP3 Wednesday study.
- Children's ministry expanding.

Closing Prayer

- Ending Prayer
- Adjourned ~12:30 pm

Congregational Meeting – May 18, 2025



ATONEMENT LUTHERAN CHURCH

Congregational Election Meeting

SUNDAY, MAY 18, 2025

DRAFT

Call to Order

Pastor Zac Sturm opened the meeting with a prayer. Curtis Klaassen (President) called the meeting to order at 12:08 p.m.

A quorum of at least 80 voting members was verified.

Congregational Meeting Minutes

Motion to Approve Minutes from the Annual Meeting

RESOLVED, to approve the minutes from the Annual Meeting held on January 28, 2025, without corrections.

Moved by: Randy McColley, Seconded by: Keith Mundy

No objection or debate. Voting conducted by raising hands: all Ayes, no Nays, Motion Carried.

Elections

Council Members Election

The nominating committee Tina Boutelle, Brad Anderson, and Randy McColley, has nominated Genevieve Brown, Cathy Dykman-Acinger, and Tim McCandless for election to the Congregation Council. No additional nominations were spoken from the floor.

Motion to Elect Three (3) Members to the Congregation Council

RESOLVED, to appoint Genevieve Brown, Cathy Dykman-Acinger, and Tim McCandless to the Congregation Council of Atonement Lutheran Church for a term of three (3) years, beginning July 2025 and ending June 2028.

Moved by: Janice Kindred, Seconded by: Todd Briggeman

No objection or debate. Voting conducted by raising hands: all Ayes, no Nays, Motion Carried.

Congregational Election Meeting Minutes — Sunday, May 18, 2025 (DRAFT)

Treasurer Election

Motion to Elect the Treasurer

RESOLVED, to reappoint Mike Daley as the Treasurer of Atonement Lutheran Church, continuing in his role for a term of one (1) year, beginning July 2025 and ending June 2026.

Moved by: Brad Anderson, Seconded by: Toni Pearson

No objection or debate. Voting conducted by voice vote: all Ayes, no Nays, Motion Carried.

Nominating Committee Election

The floor was opened for nominations. Dave James, Randy McColley, and Tina Boutelle were nominated by voice.

Motion to Elect Three (3) Members to the Nominating Committee

RESOLVED, to appoint Tina Boutelle, Randy McColley, and Dave James to the Nominating Committee for Atonement Lutheran Church, for a term of one (1) year beginning June 2025 and ending May 2026 at the annual Election Meeting.

Moved by: Keith Mundy, Seconded by: Brad Anderson

No objection or debate. Voting conducted by voice vote: all Ayes, no Nays, Motion Carried.

Treasurer's Report

Mike Daley (Treasurer) presented an update on Atonement's finances, sharing some visual graphs of current state, as well as projections for 2025 based on historical patterns.

- There has been no significant change since the last update in January. The current trend of cash balances will become unsustainable if not addressed.
- Where we are year-to-date for four months: giving is \$372K, expenses are \$484K, running a deficit which is typical for Atonement for these first 4 months of the year.
- General Fund giving is \$42K behind budget, Campus Sustainment giving is at \$42K, so in-line with the overall expected commitment, but behind for planned General Fund expenses.
- Trend is a little concerning. Typical Atonement giving comes mainly in December, which is hard to plan for throughout the year as deficits built, and hope to balance at the end of year. Request is for any December givers to spread out their giving earlier and throughout the year.
- Cash balances on hand ideally should be at 3 months of expenses, but we are currently running at or below 1 month of extra expenses on hand, which may make it difficult to pay monthly bills if the general fund deficit trend continues and the gap grows wider.

Horizons Stewardship Proposal

To help with the concern for the general fund, the Council asked the Stewardship Committee for recommendations to bring to the congregation.

Keith Mundy & Dennis Allerheiligen, the Stewardship Committee co-chairs, presented a proposal to the congregation to hire the professional fundraising organization Horizons Stewardship to help Atonement achieve our General Fund and Campus Sustainment goals for 2026 – 2028. A one-page summary along with a three-page detailed proposal was distributed to the congregation and presented by Keith Mundy.

- The Stewardship Committee tracks key indicators:
 - **Attendance:** In-person attendance over the last 12 months is averaging 4% lower than the previous 12 months. On-line has stayed flat over the same period. The combined average attendance is 525 per month, down about 2.6% from a year ago.
 - **Membership:** our baptized membership at the end of 2024 was 1,070 (in years past has been 2,500). We have 500+ households who are connected to our ministry, but only 415 households which are active members. (400-450 is a typical range for previous years)
 - **Faith Responses:** Atonement typically ranges between 35% and 60% for those who respond. We are currently averaging 37% who make a faith commitment. This is an important number because the Stewardship Committee has found that those who decide to make a faith response will typically give regularly and a higher amount. Those who don't make a faith response will often give what they can and when they can. Of the active member households, 67% contribute to our ministry, and around 33% have no contribution of record (although they may give offering, it is not tracked to a household). Historically it is not uncommon to have about 25% to 30% for a congregation of our size to have no contribution of record. We are looking to grow that number.
 - **Percentage of Giving:** Atonement is a very generous congregation, giving well over 2% of our household income (about 2.3 to 2.4%). Nationwide giving trend averages are 1.6 to 1.8%. We are currently lower than our average, which historically has been around 3%.
- The Stewardship Committee also tracks past fundraising efforts:
 - Since the 1980's, Atonement has conducted 10 special appeals. Four special appeals have used a professional fundraising organization; the last one was in 2003 (has been 20 yrs). Of those, two met the goal, one was within 5% of the goal, and all were large dollar goals (around \$1.8 million). Six special appeals the congregation lead on our own efforts; 4 of 5 times did not meet the goal, one time was within 3.5%, with the average result being about 77% of the original appeal goal, which also were small dollar goals.

- The Stewardship Committee provided their recommendation:
 - When considering the dollar amount of the needs outlined by the Council and Director of Operations, around \$1.5 million, their recommendation is to once again use a professional fundraising organization to help achieve our ministry goals.
 - The Stewardship Committee then went through a process of 9 steps to interview potential partners and identified Horizons Stewardship as the best partner, as well as recommending to Council which services and timeframe would be best for Atonement.
 - Horizons would conduct a feasibility study, engage with Atonement with 5 different professional staff members with a variety of services, for fee of \$78,000 (which for comparison, the fee 20 years ago was \$80,000 for lesser contracted services).
- Next steps are for the congregation to review the shared information and communicated over the next few weeks. There will be an information forum June 15th, and a Congregational Meeting on June 22nd to vote on approving the proposal. The Stewardship Committee is also engaging families to consider helping cover the Horizons Stewardship's service fee.

Welcome & Reconciling in Christ Update

Neil Pfeiffer (Secretary) presented on the topic of welcome, inclusion, racial equity, social justice, and outreach, and the progress Council has made over the last year.

- A brief history of Welcome & Inclusion at Atonement:
 - The first conversations at Atonement started with a Reconciling in Christ (RIC) task force and Hospitality Committee in November of 2009, almost 16 years ago.
 - The most recent conversations were a series of listening sessions and a survey in the fall of 2023 by the Welcome and Inclusion Team, who then created recommendations.
- The listening sessions and survey revealed two key themes from our members:
 - The most important one is that we all firmly oppose discrimination and collectively desire for Atonement to be inviting & welcoming.
 - The second key theme is that Atonement is diverse and cannot be represented by a singular voice. That we have a wide collection of perspectives on how we should approach outreach – that the statements, symbols, and partner associations we may choose are deeply important to our members.
- The Council is working on the plan for what comes next:
 - After the completion of the survey process 18 months ago, the Welcome and Inclusion Team proposed a series of action items for the Council to consider. The Council is currently in-progress of discerning which action steps will come next and the timeline.

- Time will be planned to share the collection of diverse perspectives at Atonement, not to convince each other and to arrive at a unison, but to find each other in the spaces that exist in-between, helping us to better recognize and understand each other.
- The goals will be two-fold: to create conversation that keep us all in this congregation together throughout the process, and to give the congregation the opportunity to arrive at clarity and discernment about being a Reconciling in Christ partner congregation.

Pastor Zac's Update

Pastor Zac recognized the leadership of the two exiting Council members:

- Curtis Klaassen (President) and Dave James (Vice-President) will be concluding their term on Council this June. Pastor Zac took a moment to recognize them, thanked them for their leadership over the past three years. The congregation joined in a round of applause to show appreciation and thanks.

Upcoming Synod Assembly:

- Will be held June 5 – 7, 2025 at the Embassy Suites in Olathe.
- Attending voting members will be Curtis & Cherry Klaasen, and Mark & Joanelle Porter.
- Bishop Rev. Susan Candea, member of Atonement Lutheran Church, and Bishop's Associate Rev. David Whetter, previous pastor at Salem Lutheran Church, will both be retiring at the end of their term at the end of the summer.
- There will be an election for a new Bishop held at this year's Synod Assembly. Pastor Zac has felt the Holy Spirit's calling to put his name in as a candidate for Bishop. He asks for our prayers for himself, for this church, for the Holy Spirit to reveal the best candidate, and to trust in the Spirit.

Closing

Curtis Klaassen and Pastor Zac called the closing of the meeting.

Pastor Jordan Stone ended the meeting, singing the camp song "As You Go On Your Way" (May Christ Go With You), by John Ylvisaker. The meeting ended at 12:54 p.m.

Recorded by Neil Pfeiffer, Secretary: 05/18/2025

Congregational Election Meeting Minutes — Sunday, May 18, 2025 (DRAFT)

Congregational Meeting – June 22, 2025

Closing

Curtis Klaassen (President) closed the meeting with a short message indicating his excitement for both the impact Horizons guidance will have on our Stewardship ministry and the importance of focusing on strategy, helping to craft a Vision for the bright future at Atonement

Pastor Zac Sturm followed saying to everyone Thank You for their presence here today, as well as for their questions & participation over the previous few weeks in learning more about Horizons Stewardship and the gifts they can offer our ministry. Pastor Zac then led the congregation in a closing prayer. The meeting ended at 10:53 a.m.

Recorded by Neil Pfeiffer, Secretary: 06/22/2025

Horizons Stewardship's costs and services were distributed.

A quorum of at least 80 voting members was verified.

Special Question for Congregation

presented by Keith Mundy (Stewardship Committee) & Pastor Zac Sturm

Motion to Contract with Horizons Stewardship for Strategic Plan Development and Stewardship Giving Development

– Recommended by the Atonement Church Council on May 22, 2025.

RESOLVED, for Atonement Lutheran Church to hire the professional fundraiser Horizons Stewardship to guide the congregation toward strategic and impactful ministry development. This would include a Church Health Assessment, Strategic Ministry Plan Development with coaching, and Next Level Generosity Discovery with coaching. These services are for a cost of \$33,500 and will be completed by February 28, 2026.

Moved by Keith Mundy, Seconded by Jim Piene

The floor was opened for questions; there was no additional discussion.

Discussion was closed with no objection or further debate, putting the question.

Voting was conducted by voice vote: all Ayes, no Nays, Motion Carried.

Congregational Meeting – October 26, 2025



ATONEMENT LUTHERAN CHURCH

Special Congregational Meeting

SUNDAY, OCTOBER 26, 2025

DRAFT

Call to Order

Cathy Dykman-Acinger (President) called the meeting to order at 12:20 p.m. by reminding we are God's beloved children, called to love God with our whole hearts, and called to love our neighbors as ourselves. Pastor Zac Sturm followed, opening the meeting with a word of prayer.

Neil Pfeiffer (Secretary, Welcome Journey Conversations chair) introduced the purpose of the special meeting is to review the Welcome Journey Conversations survey results (October 2025) and that it is the Council's recommendation to move forward in calling the two survey questions to a congregational vote. Handouts were distributed containing the results of the survey, all additionally provided comments, and the proposed motions for consideration.

A quorum of at least 80 voting members was verified with 204 members signing in.

Welcome Journey Survey Results

The results of the Welcome Journey Survey were presented to the congregation:

- 714 voting members were emailed (572 emails sent out, 112 email addresses are shared between members). There were 296 survey responses total, 226 online survey responses, and 70 printed survey responses
- For question 1: “If you were asked to vote today, how do you feel about Atonement revising our Welcome Statement with the proposed changes?” From 294 responses (2 surveys did not include a response for question 1), the results were: 76.2% Would Support (222), 8.8% Lean Toward Support (26), 2.7% Undecided (8), 0.7% Neutral (2), 5.1% Lean Toward Concern (15), 6.5% Would Not Support (19).
- For question 2: “If you were asked to vote today, how do you feel about Atonement becoming a Reconciling in Christ partner congregation?” From 296 responses, the results were: 65.5% Would Support (194), 9.8% Lean Toward Support (29), 4.7% Undecided (14), 1.3% Neutral (4), 5.4% Lean Toward Concern (16), 13.2% Would Not Support (39).
- 85.0% was the combined result of Would Support & Lean Toward Support for question 1.
- 75.3% was the combined result of Would Support & Lean Toward Support for question 2.

Special Congregational Meeting Minutes — Sunday, October 26, 2025 (DRAFT)

- Included with the printed results, the Council chose to provide all the feedback received on the Welcome Journey Conversations Survey, allowing for every voice and statement to be shared and represented, not to persuade each other in order to arrive at a consensus, but to help us more clearly see and hear each other — the diverse perspectives that come from the beautiful quilt of experiences at Atonement.
- Though potentially risky, the Council decided to share these comments as a critical part of the transparency and openness for all perspectives to be heard and shared with the full congregation. A statement of respect and caution was given explaining the Council's decision, asking for the congregation to maintain care for one another, even though particular views might differ and not resonate with their own.
- From the handout:

"As you read these comments, knowing you will agree with some & disagree with others, we ask you to consider them respectfully, not so that another's opinion might makes sense to you, but so you might better understand why an opinion makes sense to them."
- There were no additional questions or comments for the Survey results or methods.

Special Question for Congregation

The two motions were read aloud by Neil Pfeiffer, as well as the discussion and voting format.

**Motion to Amend Continuing Resolution [C8.01.A13] Statement of Welcome and Affirmation of the Atonement Lutheran Church Constitution
and**

Motion to Become a Reconciling in Christ Congregation

– Recommended by the Atonement Church Council on October 23, 2025.

RESOLVED, to adopt that the Constitution of Atonement Lutheran Church, with Bylaws and Continuing Resolutions, be amended in Continuing Resolution [C8.01.A13] Statement of Welcome and Affirmation by the four changes presented to the congregation in the Welcome Journey Conversations updating the language for gender identity and expression, physical and mental ability, and committing to racial equity, justice, and peace.

RESOLVED, provided the amendment to Continuing Resolution [C8.01.A13] Statement of Welcome and Affirmation of the Constitution of Atonement Lutheran Church is adopted, to further provide clarity on the public commitment to living as a welcoming faith community, to adopt that Atonement Lutheran Church become a Reconciling in Christ congregation.

Combined motions, moved by Ashley Swan

Combined motions, seconded by Kim Schultz

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Procedural Motion to Limit Discussion Period

RESOLVED, to limit discussion for the question for a total time of thirty (30) minutes, allowing each member to speak only once for a period of two (2) minutes, with the format of alternating between someone for the question with someone opposed and continuing so forth until the end of the thirty minutes.

Moved by Nikki Esser
Seconded by CJ (Caroline) Justice
No objection or debate.

Discussion

- Sixteen (16) members approached the microphone and spoke on behalf of the motions. One (1) member spoke neutrally, neither for nor against. Three (3) spoke against the motions, and twelve (12) spoke in support of the motions. Each speaker kept approximately to the 2-minute time limit established, with proper alternation of support and opposition until there were no more speakers of opposition.
- Each speaker delivered a respectful and heart-felt reason for their position, and each was received respectfully without interruption or disruption from the listening members of the congregation.

Congregational Member Vote

- Discussion was closed with no objection or further debate at the end of 30 minutes, putting the questions and calling the vote.
- Voting was conducted by a private written ballot, with both motions listed on a single printed ballot. Ballots were then collected and tabulated.
- Results were recorded together and announced to the congregation as follows:

Motion #1: Motion to Amend Constitution [C8.01.A13] Statement of Welcome

- Yes: 181
- No: 17
- Abstain: 5

With 203 total votes, 181 passes by simple majority. Motion Carried.

Motion #2: Motion to Become a Reconciling in Christ Congregation

- Yes: 164
- No: 31
- Abstain: 8

With 203 total votes, 164 passes by simple majority. Motion Carried.

Closing

Cathy Dykman-Acinger (President) closed the meeting with no objection.

Pastor Jordan Stone ended the meeting by asking everyone to stand, join hands, and led the congregation in reciting the Lord's Prayer. The meeting ended at 1:36 p.m.

Recorded by Neil Pfeiffer, Secretary: 10/26/2025

Addendum

Certification of Voting Results

- On Tuesday, October 28, 2025, the ballots were recounted by Neil Pfeiffer (Secretary) in the presence of Nathan Choate (Director of Communication), in order to certify the election results and verify the outcome.
- After recounting, one (1) ballot got miscounted for Motion #2, accidentally misattributing a “No” vote as a “Yes” vote. The certified and corrected vote counts were as follows:

Motion #1: Motion to Amend Constitution [C8.01.A13] Statement of Welcome

- Yes: 181 89.2%
- No: 17 8.4%
- Abstain: 5 2.4%

With 203 total votes, 181 passes by simple majority. **Motion Carried.**

Motion #2: Motion to Become a Reconciling in Christ Congregation

- Yes: 163* 80.3% (*Corrected from 164)
- No: 32* 15.7% (*Corrected from 31)
- Abstain: 8 4%

With 203 total votes, 163 passes by simple majority. **Motion Carried.**

Appended by Neil Pfeiffer, Secretary: 10/29/2025

Special Congregational Meeting Minutes — Sunday, October 26, 2025 (DRAFT)

Congregational Meeting – November 16, 2025



ATONEMENT LUTHERAN CHURCH

Special Congregational Meeting

SUNDAY, NOVEMBER 16, 2025

DRAFT

Call to Order

Cathy Dykman-Acinger (President) called the meeting to order at 12:15 p.m.

The purpose of the special meeting was highlighted as focusing on the care of the Atonement campus. Handouts for the two motions with background information and the meeting agenda were distributed.

A quorum of at least 80 voting members was verified.

First Special Question for Congregation

Introduction

presented by Matt Badding (Vice President) & Neil Pfeiffer (Secretary)

Motion for Atonement Lutheran Church to Secure a Renovation Loan

– Recommended by the Atonement Church Council on October 23, 2025.

RESOLVED, to approve the Officers of Atonement Lutheran Church to secure long-term financing for the purposes of renovation and repair in the amount of up to \$1.5 million, according to the terms and conditions reviewed by the Treasurer and Council of Atonement Lutheran Church.

Moved by Stephanie Christensen

Seconded by Lyn Bowers (additionally by Dennis Allerheiligen & Jim Piene)

Special Congregational Meeting Minutes — Sunday, November 16, 2025 (DRAFT)

Discussion

- Matt Badding delivered reasons why Atonement Council has decided to pursue securing long-term financing as part of our campus sustainment plans. The list of significant financial needs includes replacing five HVAC units for the Sanctuary, North Narthex, Charter Hall, Confirmation Room, and Lower Level which have all exceeded their expected service life. The Sanctuary unit may require 5-6 months to manufacture and will need to be a custom-built unit due to its large commercial size.
- Additional campus projects include refinishing the floor in the Lower Level, replacing the parking lot asphalt, exterior concrete stairs, handrails, and sidewalks.
- Matt delivered anticipated loan term options as researched by the Treasurer, Mike Daley, which may vary lender to lender, one example being a 24-month initial construction phase, repayment being interest-only during that phase, followed by a 25-year amortization repayment phase. The final terms will be reviewed by the Treasurer and Council.
- There was a question about the approximate cost of the Sanctuary HVAC unit, how much of the \$1.5 million may be required. Matt responded that the approximate cost could be \$500K or more and may require installation to be done by either crane or helicopter.
- There was a suggestion to include an addendum to include setting aside an amount for benevolence, giving to those less fortunate than Atonement members. Responses followed that this item may best fit with Atonement's current partnership with Horizons Stewardship and the Next Level Generosity program just starting that will help Atonement elevate our culture of giving, as well as it could be incorporated into a Capital Campaign, the topic of the next special congregational question, rather than tying this request to the debt & financing question before the congregation.
- Discussion continued about budget allocation, current giving and expenses, and the opportunity to continue the conversation about the outreach and benevolence separately from the terms of construction line-of-credit. The current Atonement budget, as will our future budgets, outlays \$150K each year for campus sustainment, which will be able to be used to service the debt annual repayment estimate of around \$98,500/year, even if we did not pursue a separate Capital Campaign.

Congregational Member Vote

- Discussion was closed with no objection or further debate, putting the question.
- Voting was conducted by voice vote: all Ayes, no Nays, Motion Carried.

Second Special Question for Congregation

Introduction

presented by Neil Pfeiffer (Secretary) & Keith Mundy (Stewardship Committee)

Motion to Contract with Horizons Stewardship for a Capital Campaign

– Recommended by the Atonement Church Council on October 23, 2025.

RESOLVED, to approve contracting with Horizons Stewardship for a capital campaign for the purposes of renovation and repair of Atonement Lutheran Church, including repayment of long-term financing and raising funds during a three year Campus Sustainment Fund Appeal.

Moved by: Brad Anderson

Seconded by: Charlie Maahs

Discussion

- Keith Mundy gave a recap of the current partnership Atonement has engaged with Horizons Stewardship, with focuses being two areas: (1) Strategy and Vision for Atonement's future, and (2) developing the program of Next Level Generosity, increasing the culture of giving.
- The Stewardship Committee and Council are recommending adding a third area, helping Atonement in an Appeal for a Campus Sustainment Fund, which will directly determine how much of the \$1.5 million loan we will need to draw and amortize, and help give Atonement a strong position of cash flow for the planned renovation projects.
- Horizons will help Atonement over a 3 year commitment, starting in 2025 and continuing through 2028, which includes establishing vision, feasibility, education, on-going support and monitoring for the appeal.
- The appeal costs from Horizons will \$49,740, with \$15K planned to be covered by generous donations, and the remaining \$34K within the 2026 general operating budget.
- There was no additional questions or discussion.

Congregational Member Vote

- Discussion was closed with no objection or further debate, putting the question.
- Voting was conducted by voice vote: all Ayes, no Nays, Motion Carried.

Closing

Cathy Dykman-Acinger (President) closed the meeting with three reminders and call-to-action for each member:

- embrace spending time in worship, devotion, and study of the Bible
- embrace a Welcoming Spirit, every weekend we welcome new visitors and guests at Atonement, our ask is to make sure to we make our visitors feel welcome
- embrace a Spirit of Generosity, thankful for everyone here today, generously giving your time.

Pastor Jordan Stone ended the meeting, leading the congregation in reciting the Lord's Prayer. The meeting ended at 12:50 p.m.

Recorded by Neil Pfeiffer, Secretary: 11/16/2025

Special Congregational Meeting Minutes — Sunday, November 16, 2025 (DRAFT)

Reconciling in Christ

Atonement's Welcome Journey Toward Reconciling in Christ

For more than fifteen years, Atonement Lutheran Church has been on a Welcome Journey shaped by prayerful listening, thoughtful conversation, and faithful discernment about what it means to reflect God's expansive love in our life together. What began with early forums in response to the 2009 ELCA social statement on human sexuality eventually grew into a sustained commitment to broaden and deepen who we welcome and how we live as a community of grace. Across many years, this journey has been guided and sustained by individuals and leaders willing to ask hard questions, share personal stories, study Scripture, and remain in relationship with one another even when the work felt slow or challenging.

In this past year, the congregation intentionally revisited that long standing work through focused conversations and opportunities for listening and reflection. Members gathered in forums and discussions with a shared commitment to approach this discernment with honesty, care, and humility. We give thanks for the many people who offered leadership along the way, including those who organized conversations, facilitated dialogue, provided resources, and offered pastoral and council guidance. This season culminated in a congregational vote to adopt updated welcome language and to become a Reconciling in Christ congregation.

Becoming RIC affirms publicly what many have experienced at Atonement for a long time, that all people, including LGBTQIA+ individuals and families are welcomed, valued, and invited into full participation and leadership in the life of the church. This milestone is both a moment of gratitude and an invitation to continued faithfulness as we practice welcome as a living expression of our faith. Those who wish to learn more about the voices, history, and timeline of this journey are invited to visit www.atoneluth.org/welcome-journey-voices.

Revised Welcome Statement adopted by the congregation on October 26, 2025:

You Are Welcome Here

Atonement Lutheran Church believes that all people are created by God and share the same need for forgiveness, hope and healing. Even on issues where it is difficult to reach a consensus, Atonement desires to reflect the love of Jesus with a welcoming spirit. Moving beyond the common distinctions of race, national origin, age, physical and mental ability, political perspective, personal history, marital status, sexual orientation, gender identity and expression, economic or social situation, we seek to invite and welcome all people to experience God's love and grace.

Atonement strives to proclaim the Good News through worship and daily life, and to make disciples of all by nurturing faith. All people in a life-giving relationship with Jesus Christ are encouraged to let God's Spirit deepen their relationship. Everyone is welcome and encouraged to grow spiritually through worship, prayer, Bible study, fellowship and service as we participate fully in the life of this congregation.

Atonement endeavors to serve God through the discovery and use of spiritual gifts and to share God's mercy and hope to a world in need, working for racial equity, justice, and peace. Our intention is to be ambassadors of Christ's love in the world. The life-giving work of Christ is accomplished as we discover and use the gifts that God has given us in our daily life and work.

Ministry Area Reports

Kids and Family Ministries (KFaM)

Prepared by Boo McCready
Director of Kids and Family Ministries (KFaM)

I am deeply thankful for this church family! So many of you have supported and encouraged me and our staff throughout the year, and your thoughtfulness has meant more than I can express. Thank you for the countless ways you have shown up—through notes, prayers, texts, calls, emails, hugs, cards, snacks, coffee, sweet surprises, lunches, and chocolate! Each gesture has been a reminder that we are surrounded by a community rich in generosity and love.

I am especially grateful for the KFaM team—Katlin Hall, Amy Otto, Joanelle Porter, and Jenn Pfeiffer. It is truly a joy and blessing to work alongside these remarkably talented people. Together we think, pray, laugh, worry, strategize, and love our Atonement families. I give thanks for the honor and privilege of serving in ministry with them.

We are also blessed by an incredible group of Sunday morning leaders. Twenty-two dedicated individuals work together to bring God's stories to life, share their faith, and demonstrate God's love to our children. The impact of what they share may not always be visible right away, but God is faithfully growing what has been planted. I am deeply thankful as well for those who work faithfully behind the scenes—gathering supplies week after week, printing and preparing lessons and supporting the ministry in ways that make everything possible.

I give thanks for Erin Neuman, Kids Care Director; Sharon Ladd, Kids Care Assistant Director; and our entire team. They spend countless hours planning, loving, and caring for our youngest brothers and sisters in Christ. For many families, the nursery is their very first ministry experience at Atonement, and I am grateful for the staff's welcoming presence, attentive care, and heartfelt passion. They are truly an amazing group!

Ministry we did together this year, in no particular order:

Sunday morning ministry • Funday Sundays • Kids Care in our nursery • Parents' Night Out • Let's Talk • Parent Life • Tomah Shinga Camp • Time with Children • Blessing of the Backpacks • Palm Sunday • Breakfast & egg hunt • Family Sundays • Summer Picnic • Sunday AM Kickoff Fun • Breadmaking & 1st Communion • Gifted Bibles to 3rd graders • Movie Morning • "Not-So-Silent Christmas" play • Refreshed lower level • Welcome Team

How we shared God's love with our community with the Noisy Offering gifts:

Tie blankets for Brookridge & Project 1020 • Reduced past due lunch accts • supported Hollis Day Camp & Camp Tomah Shinga • sweets for Meals-on-Wheels clients

Woven through all of these ministries are hearts full of love, talented hands, and creative minds. Nearly every event and ministry requires months of planning, hours of preparation, and sustained attention throughout the experience itself. God's presence and faithfulness working through our team are what transform our work from a list of programs into a shared journey of faith.

Throughout the year, I received video clips, texts, and emails of children retelling God's stories, singing songs, and sharing Bible verses they learned through our ministry. Thank you for allowing me to witness the impact our time together has on your children's daily lives. Your partnership, friendship, and trust are gifts I cherish more than you will ever know.

None of this would be possible without your financial generosity and the partnership of ministry teams beyond KFaM, including Council, the Property Team, Outreach, YFaM, Worship Life, and our staff. The impact left on the hearts of our children and parents is beyond what words can adequately express. While the journey can be challenging at times, we continually come together and recognize that God is at work—using us to share the most important story of all. In those moments, we are humbled and filled with hope, peace, and joy.

And finally, I am so grateful for my sisters and brothers on staff—both paid and unpaid. There is such fun, meaningful collaboration, encouragement, and joy in our hallways each day, and it is a gift to serve alongside such faithful partners in ministry.

Alongside!

Boo McCready

Director of Kids and Family (KFaM) Ministry

Kids' Care Ministries – Erin Neuman

Prepared by Erin Neuman

Director of Kids' Care

It is our goal as Atonement's nursery and Kids' Care Ministry is to provide a safe, caring, and Christian environment for children 3 months of age to 5 years of age during church services and/or activities. However, we also provide Kids' Care services for other needs within the church and to older children on a case-by-case basis. The ministry is under the supervision of a director, Erin Neuman, and an assistant director, Sharon Ladd, in total, the nursery currently employs six part-time staff (including 3 youth staff) and welcomes the help of two new youth volunteers.

This past year we have had so much fun getting to know the kids and families of Atonement, including old and new members, as well as visitors to the church. We provided care for regular Saturday and Sunday services, as well as for special requests in partnership with other ministries.

Beyond providing care for Saturday and Sunday services we also provided care for our event "Parents' Night Out", which provided opportunities for parents to reconnect and refocus for a few hours, and we also offered a day option of the same event. In 2026, we will be pausing this event series as we reevaluate needs across our ministry.

We are so very thankful to our Kids and Family Ministry and the support of Boo McCready, and we have been glad to help with various events and planning not limited to care, including supporting Sunday School, restocking worship bags weekly, and more!

The nursery side of Kids' Care also offers flexible Sunday School for those under 3 years of age during Sunday School. We use the same curriculum as the Kids and Family Ministry.

Our goals for 2026 include connecting with the community more, working with the needs of the congregation, continuing opportunities for professional development for our staff, and providing quality and welcoming care.

We also cannot express how grateful and blessed we have been for our ministry team, including our youth staff Maggie Stelzer, Elise Marin, and Madelyn Neeland, they have been instrumental this past year, and we cannot thank them enough!

Finally, we at the nursery would like to thank the generosity of Atonement's congregation for the donations this year. Thanks to the congregation, we received diapers, toys, lots of books, furniture, and other items for day-to-day use. We welcome any further suggestions to improve our ministry and help the congregation, church, and community.

Thank you for your continued support of Atonement's Nursery and Kids' Care Ministry.

Erin Neuman
Director of Kids' Care Ministry

Youth & Family Ministries (YFaM) – Drew Renollet

Prepared by Drew Renollet
Director of Youth & Family Ministries (YFaM)

Wow, it's 2026 already. It feels like just a few months since I was writing one of these for 2025. This year has been a truly amazing one. A year full of faith-filled fun, a year where our students were challenged to grow in their faiths as they got to see that hanging out with Jesus could be an amazing time.

I want to start off by saying thank you. I have been having so much fun this year with all our Youth at our Youth events, from starting the year going ice skating up until our last event of the year, getting the chance to help set up the MLM Christmas store. I am so excited about the year that is ahead and all the exciting events we have coming up. Such as 2 trips to camp at Rainbow Trail Lutheran camp and an amazing mission trip to Barnesville, Minnesota. There is so much I am excited about this next year, but before we get too far ahead, let's look at some of the amazing things that have happened this past year that we can celebrate together.

Middle school hangtimes have been amazing youth kids just being here and having a great time, having fun together. We average anywhere from 10-15 kids at hang times each week.

Our Wednesday night Bible study has been an amazing chance for high School students to come and dig into the word at the midpoint of their week. We get an average of 5-8 students a week.

Now, for our summer trips, the first was 2 trips to Rainbow Trail Lutheran camp, one with middle school and one with high school. These weeks were weeks when our students had the chance to grow on an amazing level as they had a week full of fun and faith. Last year, we had 9 middle schoolers go; for high school, last year we took 9 students.

Lastly, was our last summer trip to the Blue Ridge Mountains of North Carolina, where we helped a community that was still struggling with the recent hurricanes

Wow, what a packed year, and that doesn't even include all the Collective events that we had throughout the year, with things like an amazing Glow party, a trip to Crown Center for some ice skating, and a trip to the Louisburg Cider Mill. Wow, this year has truly been an amazing one, and I am super thankful that I got to be part of it. As we go into 2026, I ask for your continued support as I, through this program, hope to continue to help our students grow in their faith and grow as people as we walk together.

Drew Renollet
Director of Youth and Family Ministry

Worship Life – Rick Deasley

Prepared by Rick Deasley
Director of Worship/Organist

In our monthly reports to the council, we as staff have a section labeled “Joys and Thanksgivings”. I will use some of these as the framework for this report, as I think gratitude is an appropriate perspective from which to write.

January is the month that the “Lent/Easter brain trust” begins to meet with frequency to plan the Lent journey, Holy Week and Easter Sunday. I give thanks for the gifts of Kari Walberg, Steve Hess, Pastors Zac and Jordan, John Harms and others who give their gifts of creativity to enhance worship. (If you have artistic talents you would like to offer this year, please watch for announcements in the usual channels.) The theme developed by the group this year was “Lost and Found”.

A recurring note of gratitude to all who worked so hard to implement those Holy Week and Easter plans: the instrumentalists, singers, techs, pastors, artists, Altar Guild, readers, dancers and others who put so many hours into making it such a rewarding journey. Particular highlights for me were the youth bells ringing their hearts out on Palm Sunday, the Good Friday service featuring Heather Sorenson’s “Requiem” with guest instrumentalists, and the palpable joy of Easter Sunday.

Youth Handbells and other youth musicians under Julie Assel’s direction made a music mission trip to Lincoln, Nebraska at the end of May. I think I speak for Julie as well in saying we are grateful for young musicians who give their time by playing in worship. During May and December, we see an increase in participation, and Julie is always eager to integrate any youth who would like to participate. Recognizing that school and extracurricular activities can interfere with regular participation, she has shown great flexibility in her leadership.

A lot of concert scheduling for the academic year of September-May happens during the spring and summer months, which reminded me how blessed we are with the acoustics of Atonement’s Sanctuary for music. Choirs and ensembles giving concerts in 2025 included the KC Civic Orchestra, OP Civic Band, NAVO, Blue Valley Northwest choirs, Jubilee Singers, Shawnee Mission South choirs, Ad Astra Youth Orchestra.

My gratitude throughout the year goes to the Worship Team, led by Bob Lindeblad, who meets quarterly to discuss items that involve worship. We went to one Sunday service during the summer from Memorial Day to Labor Day, and this seemed to be successful.

I will echo my annual reminder that the Altar Guild plays a vital role in making worship happen each weekend. They make everything run smoothly behind the scenes. Jade Scarlett is their fearless leader. She would love for you to volunteer!

I am privileged to work with wonderful colleagues in Worship Life. To Julie Assel, Dr. Ray Feener, Pastors Zac and Jordan, our council liaisons Dave James and now Greg Moffitt, and the Worship Team: my deepest appreciation for your tireless work and support!

Finally, I was privileged to celebrate 20 years of service at Atonement in June, 2025. Thank you for your kind words and cards at that time. Thank you even more for allowing me to join you in lifting our praises and prayers together toward God in worship!

Respectfully submitted,

Rick Deasley
Director of Worship

Outreach Ministries – Lyn Bowers

Prepared by Lyn Bowers
Outreach Team Chairperson

"He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God." - Micah 6:8

MISSION OUTREACH:

Over the course of 2025, the Outreach team focused on opportunities to serve our neighbors, both here in Johnson County and across the Metro. Those activities included:

Hunger Ministries - During 2025, we hosted 10 "Feed the Need" drives, the food pantries at Brookridge Elementary School, Hillcrest Transitional Housing, Jewish Family Services, JCCC and KU Lutheran Campus Ministries, Asbury United Methodist church and MLM. We twice provided sack lunches for MLM and volunteers worked in their food pantry and prepared hot meals for Project 1020.

Homelessness Ministries - We have continued our emphasis to help move JoCo individuals from homelessness to self-sufficiency through our work with the following organizations:

Hillcrest Transitional Services - We have supported families since we began this relationship in April 2021 and have supported them in their efforts to stabilize their families and seek new homes in the greater KC area.

Project 1020 - Project 1020 is JoCo's only cold weather shelter, open from December 1 thru March 31 and is housed at the Shawnee Mission Unitarian Universalist Church in Lenexa. Atonement groups have provided evening meals, and several members volunteer at the shelter. The Outreach team financially supports this ministry as they prepare for the 2025-2026 winter, and during Advent 2025 Outreach hosted an Advent Challenge within the congregation, matching financial gifts up to \$4,000 to support their work this winter. Thanks to you, as of this printing, we as a congregation have raised \$9,600 to support this ministry.

MLM JoCo - We have continued our partnership with MLM Johnson County to provide counseling and assistance for struggling JoCo residents. These households received one-on-one case management, financial & employment coaching, and assistance to exit or prevent homelessness.

Peace & Justice Issues - The Good Faith Network continues its work in Johnson County with 26 other Christian, Jewish, and Muslim communities engaged in this ministry. In May at the Nehemiah Conference, we celebrated the opening of the first Mental Health Stabilization Unit in Johnson County. On March 8, we will be listening to the Solutions Briefing, and on May 28, we will attend the Nehemiah Action event to learn more about our ongoing projects.

LGBTQIA+ Ministries - 2026 was a transformative year for the team. The congregation voted in our election to become an RIC congregation. Thanks to the ceaseless efforts of Neil Pfeiffer and Angie Brickson for bringing the research and planning efforts before the congregation.

God's Work. Our Hands. - Last fall, we again lifted up the churchwide emphasis with a variety of events, focusing on hunger and helping our neighbors outside of Johnson County. Included were a packing event at Harvesters, and packing hygiene kits at Heart to Heart to help people affected by tornadoes, floods and earthquakes.

ADDITIONAL MINISTRIES:

Brookridge Elementary School - The Outreach team has supported Brookridge by providing funding for translation software so that the teachers and staff can better communicate with families whose primary language is not English. We also continue providing much-needed personal hygiene supplies, classroom snacks, and school supplies for families and have provided financial support for student lunches.

Metro Lutheran Ministries – MLM continues to offer a variety of services, including food programs, rent & utility assistance, minor home repair, job assistance and more. Atonement members generously supported MLM's annual Christmas Store with tins full of cookies and a generous number of gifts provided to support the families they adopted and a small army of volunteers, led by Bette Croes.

Blessings Abound Thrift Store – The store is busier than ever with opening a new store and is grateful to their many volunteers. Through the resale and redistribution of donated items, Blessings Abound supports MLM, Operation Breakthrough, HopeBuilders, Mission Southside, Pete's Garden, Flourish Furniture Bank, Learn to Read, LUMA, and more.

2026 OPPORTUNITIES:

In 2026, the Outreach team is looking forward to offering a variety of volunteer opportunities available to individuals and families to serve our community and strengthen relationships. As of this time, adults, youth, and children are invited to participate in:

Sack-lunch packing events for MLM to distribute at their 3 MLM KC sites.

A new city-wide "Something to Eat" event in February.

Volunteer events at Harvesters in KCMO, packing food that will be distributed across a 26-county area in NE Kansas and NW Missouri.

At least 2 events at Heart to Heart International, packing hygiene kits that will be sent to areas in need in the US and around the world.

Monthly "Feed the Need" drives to support local ministries and organizations committed to providing much-needed food and personal hygiene supplies to those in need in our community.

Supporting MLM's annual Christmas Store with opportunities in July and October for people to donate gifts and work at the December event.

We are deeply grateful for your support -for your words and prayers of support; the hours you provided at the many outreach/service events over this past year, and for your incredibly generous donations of food, financial support, and more.

Lastly, I want to thank all the members of the Outreach team for their valued input and support. If you would like to learn more about serving on the Outreach team, or just have questions about what we do, please contact me.

God's blessings to you all,

Lyn Bowers
Chairman Outreach

Operations – Toni Pearson

Prepared by Toni Pearson
Director of Operations

Our church building is a place where people come for many different reasons...to worship, to look for help, to connect with others, or sometimes just to stop by. Our hope is that everyone who walks through our doors feels comfortable and welcomed and experiences the care and warmth that reflect God's grace. We work to make the building inviting and accessible, so it naturally communicates openness and kindness. As Scripture reminds us, "***Welcome one another, therefore, just as Christ has welcomed you***" (**Romans 15:7**). We continue to look for ways our space can better reflect that welcome for everyone who comes through our doors.

During 2025, we completed two major upgrades that were both costly and time-consuming. The fire alarm system replacement began in late 2024 and was expected to finish in February 2025, but several unforeseen issues pushed completion to June. The final inspection by the Overland Park Fire Department took place on June 10th, and we passed with flying colors!

Our second major project was unexpected and not budgeted. The BAS (Building Automation System), which controls both heating and cooling, completely stopped working and had to be replaced. Thankfully, we already knew the system had aged out and had started the replacement process before it failed entirely. On top of that, in November, another HVAC system went down. Since it was critically needed—and the smallest and least expensive of the systems—Council approved its immediate replacement.

Recently, my work schedule changed, and the church office is no longer open on Fridays. As a result, the Friday Al-Anon group that had been renting space from us chose to move to another church. They described that move as a "godsend," particularly because the new location offered both indoor and outdoor environments where children felt welcomed, safe, and free to play.

This feedback is a helpful reminder that stewardship isn't just about budgets or building upkeep. It's also about how our spaces and ministries reflect God's hospitality. When families find spaces that are welcoming to children, they can see and feel the church's care for the youngest members of Christ's body. Their experience invites us to think about how our own spaces might better share the warmth, care, and sense of welcome we hope everyone feels here. As Scripture also teaches us, "***Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it***" (**Hebrews 13:2**).

As a result of both this experience and conversations overheard from the Friday group, it has become a goal, and a passion, to revitalize our building so it is more inviting and welcoming to all. This includes not only visual appeal, but also functionality. We have been actively working to obtain bids for several major capital projects, including replacement of five HVAC systems, repairs to exterior stairs and parking lots, and new flooring in the lower level.

Another important goal is to improve signage throughout the building to help new visitors find their way more easily. This includes not only clear directions to restrooms, but also better visual cues that highlight what Atonement has to offer, such as Adult Education opportunities, Bible studies, Sunday School, and other programs.

There are many people to thank for their time, talent, and dedication to planning, visioning, and addressing much-needed repairs. We are truly blessed by the contributions of Donavon Coup, Don Foss, Steve Hofer, Floyd Larson, Bill Merchant, Regan Stone Small, Ashley Swan, Bill Tidd, Bob Utech, and Kari Walberg, just to name a few.

I would also like to express my deep gratitude for our amazing staff: Pastor Zac, Pastor Jordan, Nathan Choate, Rick Deasley, Penny Eaton, Traci Johnson, Boo McCready, Drew Renollet, and our invaluable unpaid staff, Kaye Dalbec and Darlene Dworak. Every day is a joy to work alongside such dedicated and faithful people!

As we look to the coming year, we do so with hope and a shared commitment to caring for the space God has given us. By continuing to listen, plan, and make thoughtful improvements, we can help ensure that our building supports the ministry happening here and reflects Christ's welcome to all. It is our hope that Atonement continues to be a place where people of all ages feel comfortable, cared for, and truly at home.

Toni Pearson
Director of Operations

Property Team

Prepared by Scott Swan
Property Team Lead

The Property Team held in-person monthly meetings throughout 2025 to address property needs and plan short and long-term projects. The team meets on the first Thursday of each month, working closely with our Director of Operations, Toni Pearson, to discuss property concerns, projects, and plan workdays. Its members plan the use of capital resources, oversee campus maintenance, and complete big and small projects throughout the year.

In the past, three to four property workdays were held each year that took place on Saturday mornings, however, no official workdays were held in 2025. Workday tasks had shifted back in 2022 from scheduled quarterly half days to tasks being completed on an as-needed basis. This shift has resulted in tasks being completed by volunteers based on their weekly availability.

In-House Tasks Completed in 2025

Below is a sample of workday tasks and other property tasks completed throughout the year by Property Team members, resulting in a conservative cost savings estimate of approximately \$25,000 - \$30,000 in 2025 by doing the work ourselves:

- Sidewalk patching
- Toilet and faucet repairs
- Ceiling tile replacement
- Painting
- Cleaning and organizing of the mechanical rooms
- Roof leaks --- Note that while there were some roof leaks this year due to the age of the existing roofing, many leaks had also been prevented. The combination of roof patching and a new roof maintenance program has resulted in a more proactive approach that will extend the life of the roofing by a few years before replacement is needed.

Short-Term Projects Completed in 2025

Below is a list of repairs and replacements completed by HVAC and plumbing contractors:

- Partial repair of the sanctuary air-conditioner to ensure temporary cooling
- Replacement of HVAC unit serving the sloped hallway
- Sump pump replacement

Long-Term Projects Completed in 2025

Below is a list of repairs and replacements planned in 2024 and 2025 and completed this year by HVAC and plumbing contractors:

- Fire alarm replacement for the entire building
- Replacement of Building Automation System (BAS) for the entire building that controls all HVAC equipment
- Water heater replacement
- Natural gas line replacement

Long-Term Projects Currently Planning for 2026

- HVAC units, parking lot + curbs + sidewalks, old basement + sunshine room flooring
- Existing fencing
- Retaining wall
- Exterior stairs
- Brick wall
- Further discussions on the future of the 1962 building (old office)
- + many more

I would like to thank the Property Team members and all Atonement volunteers for sharing your time and knowledge over the past year.

Property Team members:

Bette Croes

Jeanne Merchant

Kari Walberg

Don Foss

Keith Neuman

Donavon Coup

Dave Stelzer (Council Liaison)

Greg Moffitt (Council Liaison)

Toni Pearson (Dir. Of Op.)

Scott Swan (Team Lead)

Scott Swan

Property Team Lead

Communications (and Technology)

Prepared by Nathan Choate
Director of Communications

Reflecting on the past year in communications and technology, I am deeply grateful for the opportunity to continue serving Atonement during a season of meaningful and intentional progress. This year involved a wide range of work across nearly all areas of Atonement's ministry, with a particular focus on improving processes, consistency, and quality across communications channels. Alongside this work, I continued assisting with the management of Atonement's technology systems, helping ensure that the tools we rely on each day reliably support our ministry. The work summarized below reflects a shared effort to support Atonement's ministry through thoughtful communication, stable systems, and intentional preparation for Atonement's future.

Communications

Communications at Atonement exists to help people stay informed, feel welcomed, and remain connected to the life of the church and to God's work among us. In 2025, communications work touched nearly every ministry area and spanned the full church year, supporting weekly worship, seasonal celebrations, congregational events and initiatives, and moments that required urgent communications. While strategic planning increased during the year, much of the most visible progress came through improved processes, clearer coordination, and greater consistency across channels.

Key Communications Highlights

- Supported the Horizons Strategic Planning process by serving on the Horizons Strategic Planning Team and the Communications Strategy Team, helping to begin the development of a forward-looking communications approach aligned with Atonement's emerging vision.
- Supported major congregational initiatives, including assisting with communications for Atonement's Welcome Journey and Reconciling in Christ commitment, as well as fall stewardship emphasis and many other congregation-wide efforts.
- Continued strengthening Atonement's digital presence through ongoing website improvements, more intentional social media content, larger digital lobby displays, and more, resulting in increased engagement and broader reach.
- Improved coordination and quality across communications channels through clearer timelines, shared planning practices, and more consistent presentation of information.
- Supported worship and ministry events throughout the year, including Lent and Easter, Advent and Christmas, and many ongoing ministry activities, ensuring information was shared clearly and consistently.
- Provided clear and timely communication during urgent situations, including weather-related closures and other time-sensitive congregational updates such as memorial service eBlasts.

Communications Goals and Projects for 2026

- Continue refining communications channels to improve engagement, clarity, and sustainability while being mindful stewards of financial and environmental resources.
- Expand communications tools, including text messaging and additional digital platforms, to better reach a wider range of generations.

- Share Atonement's story more intentionally through diverse use of sermons, member stories, and other media, building on the strategic planning work currently underway.
- Continue foundational work toward a refreshed website and updated visual identity that reflects Atonement's direction and values.

Technology

Reliable and well-managed technology supports nearly every aspect of Atonement's ministry, often quietly behind the scenes. In 2025, technology work focused first on stabilizing systems affected by aging equipment and past deferred maintenance, while also beginning to plan more intentionally for long term replacement and improvement.

Key Technology Highlights

- Continued oversight of Atonement's core technology systems, including staff computers, campus networking, phone systems, surveillance, and support for building and safety systems, with an emphasis on repairs and replacement for stability and reliability.
- Replaced and configured aging staff computer equipment to improve reliability and reduce disruptions to daily ministry work.
- Oversaw the transition to a new VOIP phone platform, improving functionality and positioning the system for future needs.
- Supported major facilities projects, including new fire and building automation systems, by coordinating with contractors regarding technology requirements and staff processes.
- Improved on-campus communication through updated lobby screens and a more consistent approach to digital signage.

Technology Goals and Projects for 2026

- Develop a long-term strategy to replace and upgrade additional aging technology systems across the campus.
- Support improvements to sanctuary technology in partnership with the Director of Operations, Director of Worship, and the A/V Team.
- Evaluate how we use technology across ministry areas to improve effectiveness, efficiency, and consistency.

A Note of Thanks

This work would not be possible without the collaboration and support of many others. I am grateful for my fellow staff members, whose partnership and commitment strengthen our ministry each day. I also appreciate the leadership and guidance of the Council, whose stewardship guides Atonement's direction and priorities. Finally, I extend a most sincere thanks to the many volunteers who generously give their time and skills throughout the year to help our ministry function and flourish. Their faithful service, often behind the scenes, makes this work possible and reflects the shared commitment that sustains Atonement's ministry.

The Future is Bright

As we move into 2026, I am encouraged by the foundation we laid in 2025 and the direction that continues to take shape at Atonement. The progress of the past year enables us to move forward with clearer communications, more reliable systems, and greater opportunities for alignment across ministry areas. As strategic planning continues, communications and technology will play an important role in sharing Atonement's story, strengthening connections, and supporting the ministry God is calling us into as we walk boldly forward together. While there is still much important work ahead, I am hopeful about what lies before us and grateful to continue this work alongside such a dedicated and faithful Atonement community.

Nathan Choate

Director of Communications

Personnel Committee

Prepared by Julie McPhee
Personnel Committee Chair

The Personnel Committee, according to the Atonement Constitution, section C13.04, shall consist of no fewer than three (3) voting members elected by the Congregation Council. Term of office shall be three (3) years, with a minimum of one member elected each successive year.

The Personnel Committee is currently chaired by Julie McPhee.

Current members on the Personnel Committee are:

Julie McPhee, Chair

Dan Greer

Cindy Peine

Pat Bjuland

Zac Sturm, Sr. Pastor

Toni Pearson, Staff Liaison

Matt Badding, Council Liaison

Curtis Klaassen, Immediate Past President, Church Council

Purpose: The Personnel Committee strives to provide a positive working environment for the staff by ensuring matters related to compensation, benefits, personnel policy, employment law, performance management, staff relations and recognition are addressed.

Responsible To: Church Council and Senior Pastor

Ministry Duties/Expectations: There are five appointed positions. Members must be approved annually by a vote of the Church Council.

Committee Chair. Convenes, sets agenda and chairs monthly meetings. Coordinates with Director of Operations. and Council Liaison to decide when issues need to be addressed.

Hiring, Onboarding and Personnel Policy. Teams with council liaisons and committees tasked with filling open positions and guides the hiring process. Coordinates onboarding. Maintains and updates the personnel handbook/Job Descriptions with input from the committee.

Performance and Records Management. Maintains standards for personnel evaluation including ongoing feedback. Maintains Performance Review Forms and provides reminders when reviews are due. Facilitates resolution of individual performance issues. Ensures that personnel records are current and

stored in a secure manner. Takes minutes of meetings and distributes them to the committee. Assists with updating the personnel handbook and maintaining current job descriptions.

Staff Relations and Recognition, and Learning and Development. Serves as point of contact to listen to staff concerns and assist with resolution. Connects staff to other resources for support. Provides staff recognition. Partners with the Director of Operations to identify resources and solutions for staff development needs.

Compensation and Benefits. Coordinates team effort with the Director of Operations, Council Personnel Liaison, Council Treasurer, and Senior Pastor to provide recommendations for annual compensation adjustments and staff bonuses. Provides a recommendation for the Staff Health Insurance Plan.

The Personnel Committee provided feedback and recommendations to the Council in areas relating to: hours of work, compensation and salary increases, bonuses, Portico Plan selection, staff positions, performance review practices and staff continuing education. The Personnel Committee reviewed the Personnel Policy Handbook. There were no changes in the handbook this year.

The Personnel Committee welcomed Matt Badding, the new council liaison, and Curtis Klaassen, immediate council past president.

The Personnel Committee coordinated a celebration for 20 years of service for Worship Director/Organist, Rick Deasley, 10 years of service for Ray Feener, Choir Director, and a Pastor Appreciation celebration for Pastor Zac and Pastor Jordan. In December, the personnel committee held a thank you Christmas luncheon for all staff members.

The Personnel Committee would like to thank our dedicated staff for their faithful dedication to Atonement's ministry.

Respectfully Submitted,

Julie McPhee
Personnel Committee Chair

Stewardship Team

Prepared by Keith Mundy and Dennis Allerheiligen
Co-Chairs – Stewardship Team

Arise, shine, for your light has come, and the glory of the Lord has risen upon you.
- Isaiah 60:1

While the year began with appreciation for giving in 2024, there was the realization that giving has been relatively flat for several years. This has not enabled some of our ministries to grow. Atonement has a history of generosity and many generous households, yet giving seemed to have reached a plateau. The Executive Committee talked about using a professional fundraiser to help reach our General Fund and Campus Sustainment Fund goals for 2026 – 2030. The Stewardship Team agreed to explore and recommend a firm to grow giving for 2025 and beyond.

We began by affirming our Stewardship Vision

Guided by God's word and grace, we are inspired to share grace, gratitude and generosity with others.

In the following months, we reviewed Atonement's fundraising history and then identified, researched and interviewed three fundraising firms. A comparative analysis and group conversations led to the recommendation of Horizons Stewardship. This was taken to the Church Council and congregation. A vote was taken at a congregational meeting in May and we moved forward. The initial scope of work focused on strategic planning and developing the next level of generosity within the congregation. The annual fall response for 2025 was assigned to the Stewardship Team.

During 2025 your Stewardship Team worked on the following:

1. Asked Pastor Zac to talk with new members specifically about the practice of 10-10-80 (10% to Atonement, 10% to Savings and Live on 80%) as part of New Member Orientation.
2. Raise funds to cover expenses for Horizons before specific appeals began. This involved conversations with individual donors and raised over \$50,000. In this way resources were not required from the General Fund.
3. Determined fall response would focus on General Fund and Atonement Foundation. A special appeal for the Campus Sustainment Fund would be moved to 2026.
4. Pastor Zac recommended fall theme focus on Rise. This was based on emerging energy for renewal of our ministry and a Strategic Plan 2026 – 2030.
5. The Stewardship Team complemented communication efforts by Nathan Choate with small group meetings in October. There was also an invitation for members and friends to share a story about how Atonement has changed their life or where Atonement ministry has had an impact beyond our walls. A Ministry Plan for the 2026 General Fund was also shared with the congregation.
6. The Grace & Gratitude BBQ had over 150 people attend on November 8. There were 8 participants in the Brisket Cookoff.
7. Total Worship Attendance increased 4.5% over the previous year. Onsite worship peaked in August and reached almost the same level at yearend. Online attendance continued to grow and was up 17% over the previous year. This represented almost 33% of Total Worship Attendance. Giving to the General Fund peaked in August 2025 and finished the year above \$1.3 million.
8. Annual Fall Response – We continue to be blessed by the support of Atonement members and friends. Worship attendance Onsite averaged 346 and Online 139 for the four weekends including Response Sunday on November 8-9. The number of faith responses to the 2026 General Fund is slightly below the previous year, yet the total dollar response is up almost 6%. There has been a historically high response to the Atonement Foundation.

Number of Responses	2021	2022	2023	2024	2025
General Fund	191	183	160	150	144
Atonement Foundation	0	0	31	19	37
 Response Dollars					
General Fund	\$980,969	\$969,138	\$966,384	\$906,070	\$959,040
Atonement Foundation	<u>0</u>	<u>0</u>	<u>29,488</u>	<u>13,650</u>	<u>46,280</u>
Total	\$879,338	\$1,059,485	\$1,059,338	\$935,558	\$1,005,320
 General Fund Response Average	\$5,136	\$5,206	\$6,040	\$6,040	\$6,660
Atonement Foundation Ave.			951	718	1,251
 Total Households	524	450	415	407	430
HH Respond to General Fund	36.4%	40.7%	38.6%	36.9%	33.5%

In addition to the above, there were several designated giving opportunities during the year. These included:

Youth Summer Camps	3,900
Lutheran Disaster Response	7,714
Project 1020	<u>9,600</u>
	\$21,214

As the Stewardship Team strives to nurture spiritual and practical ways to engage the congregation and each individual, our efforts focus on the points below.

- Develop a wholistic understanding as stewards of God's grace and gifts
- Grow grateful and generous stewards of all ages
- Encourage people to give proportionately of their time, talents and resources as they have been blessed.
- Encourage regular First Mile financial giving to the General Fund and Campus Sustainment Fund of Atonement and Second Mile financial giving to those ministries and causes about which members and friends are most passionate or see as a specific need.

We are grateful for those who have faithfully served on the Stewardship Team in 2025: Brad Anderson, Julie Assel, Roger Barrett, Randy McColley, Mark Porter, Pastor Jordan Stone, Pastor Zac Sturm. We are also thankful for the collaboration with Church Council; the Atonement Foundation; Nathan Choate (Communications), Kaye Dalbec (Administrative Support), Mike Daley (Treasurer) and Stephen Phelps (ELCA Foundation). We look forward to 2026 as we continue to embody a generous heart for God's work in and beyond Atonement.

Dennis Allerheiligen
Co-Chair Stewardship

Keith A. Mundy
Co-Chair Stewardship

Atonement Foundation Reports

Atonement Lutheran Church Foundation 2025 Annual Report

Prepared by Greg Smith
Atonement Lutheran Church Foundation President

The **Atonement Lutheran Church Foundation** - building a legacy for God's work.

Background and Purpose - The Foundation was established in 2006 to receive and manage gifts and bequests for the perpetual support and enhancement of Atonement Lutheran Church of Overland Park, Kansas, and its congregational ministries. The Foundation exists as a separate and distinct legal entity from the Church. The Foundation provides funds for the enhancement of the current ministries of the Church.

Grant requests are reviewed to ensure that they assist in the development and expansion of ministry programs that complement and enhance the mission of the Church. No portion of the Foundation's assets may be used for the regular operating expenses of the Church.

Administration - The Foundation is administered by a Board of Directors elected by the congregation. The Board manages the financial assets of the Foundation by prudently investing the funds for growth and determines the amount of grants that can be made each year. The Board must abide by the Foundation's Articles and Bylaws, as well as its own adopted written policies governing gift acceptance, investments and grant disbursements.

Board members serving during 2025 included:

Greg Smith - President
Cindy Peine - Vice-President
Tom Assel - Treasurer
Dave Lind - Secretary
Dennis Allerheiligen
Erik Jertson
Erik Olson
Janel Fuhrman
Ricki Neuman

The senior pastor and congregational president also serve as ex-officio members of the board.

During 2025, the Foundation's Board met quarterly to monitor the performance of investments, develop the website pages for grant application requests, establish a document retention process, create letters of gratitude for individuals and families that generously included the foundation in their legacy giving, and review and approve grant requests.

Financial Status - Total assets of the Foundation as of 12/31/2025 was \$256,156. This is an increase of \$75,567 or 42% from the end of 2024 when the assets were \$180,589.

The increase in the fund balance is attributable to investment gains and an increase in contributions from the congregation. Investment gains were strong with an increase of \$25,532 from investment income, realized gains and unrealized gains.

Contributions to the Foundation in 2025 saw an amazing increase from 2024 and totaled \$66,872. This is an increase of \$37,914 or 131% from the end of 2024 when the contributions were \$28,958. The Board expresses its sincere gratitude to the congregation for the increased support of the Foundation during 2025.

Contribution history for the Foundation:

2025	2024	2023	2022	2021	2020
\$66,872	\$28,958	\$7,500	Zero	\$20	\$2,955

Thus far, pledges for contributions to the Foundation in 2026 total \$46,700.

The substantial increase in the fund balance as of the end of 2025 will result in a larger amount of funds available for grants in the future.

Grants Provided - In 2025, the following grants were provided:

\$1200 – Youth and Family Ministry - Orange Conference Continuing Education
\$1300 – Associate Pastor - Working Preacher Retreat
\$3250 – Kids and Family Ministry- Camp Tomah Shinga Leadership Sponsorship
\$3300 – Worship - Chamber Orchestra Performance on Good Friday
\$1135 – Senior Pastor - Annual Lutheran Association of Larger Churches Conference
\$600 - Funeral Receptions and Meals – Dorothy Dykman Memorial Service Luncheon
\$2500 - Stewardship - Horizon Engagement for Stewardship Fundraising
\$500 - Altar Guild – Main Christmas Tree in Sanctuary

Recent history of grants provided:

2025	2024	2023	2022	2021	2020
\$13,785	\$5,500	\$1,000	\$3,300	\$6000	\$14,750

2026 Plans - Plans and strategies for 2026 include continuing to promote and strengthen the Foundation, to grow the Foundation's assets through contributions and market gains, to review and provide grants, and to work on issues as they arise.

Members of Atonement are encouraged to contact any member of the Foundation's Board for more information and answers to specific questions regarding how to give to the Foundation or how to submit a grant request.

Respectfully submitted,

Greg Smith
Atonement Lutheran Church Foundation President

Atonement Foundation Financials

Atonement Lutheran Foundation
Financial Statements
12/31/2025

	End Date December 31, 2025
Balance Sheet	
Equity Portfolio - Domestic	\$ 76,320.16
Equity Portfolio - International	\$ 36,269.37
Intermediate fixed income pool	\$ 39,072.18
Short-term fixed income pool	\$ 26,181.14
Money Market Portfolio	\$ 9,336.93
Subtotal GKCCF Assets	\$ 187,179.78
Funds on Atonement Books	\$ -
Total Assets	\$ 256,156.42
Total Liabilities	\$ -
Fund Balance	\$ 256,156.42
Total Liabilities & Fund Balance	\$ 256,156.42
Statement of Fund Activity	
Fund Balance, Beginning of Period	\$ 180,071.44
Contributions of Gifts from Congregation	\$ 66,872.12
Transfers to GKCCF (Atonement)	\$ -
Transfers from Atonement (GKCCF)	\$ -
Investment Income (GKCCF Interest and Dividends)	\$ 4,911.80
Unrealized Gains (Losses) (GKCCF)	\$ 16,572.77
Realized Gains (Losses) (GKCCF)	\$ 4,047.82
Total Inflows	\$ 92,404.51
Grants Paid from GKCCF	\$ -
Grants Paid from Atonement Balance	\$ 13,785.00
Total Grants Paid	\$ 13,785.00
Operating Expenses (Atonement)	\$ 950.00
Administrative Fees - GKCCF	\$ 1,584.53
Total Outflows	\$ 16,319.53
Total Change in GKCCF Fund Balance	\$ 23,947.86
Total Change in Atonement Fund Balance	\$ 52,137.12
GKCCF Fund Balance - Beginning of Period	\$ 163,231.92
Atonement Fund Balance - Beginning of Period	\$ 16,839.52
Total Fund Balance - Beginning of Period	\$ 180,071.44
GKCCF Fund Balance - End of Period	\$ 187,179.78
Atonement Fund Balance - End of Period	\$ 68,976.64
Total Fund Balance - End of Period	\$ 256,156.42

Detail of operating expenses		
1/26/25 - Not For Profit D&O Annual Renewal	\$	750.00
10/31/25 - Adj Batch #1191	\$	200.00
	Total	\$ 950.00

Detail of grants paid		
02/15/25 - Youth Director Orange Conference Grant	\$	1,200.00
05/09/25 - Working Preacher Retreat - Pastor Jordan	\$	1,300.00
05/09/25 - Stewardship Kaleidoscope Conference	\$	750.00
05/12/25 - KFAM Grant Request to Camp Tomah Shingah	\$	3,250.00
07/01/25 - Foundation Grant for Easter Worship	\$	3,300.00
07/01/25 - Lutheran Association of Larger Churches Conference - Pastor Zac	\$	1,135.00
10/31/25 - Reverse Grant Stewardship Kaleidoscope Conference	\$	(750.00)
11/08/25 - Dorothy Dykman Memorial Lunch (not reflected above)	\$	600.00
11/14/25 - Foundation Grant for Horizon Fund	\$	2,500.00
12/04/25 - Foundation Grant for Altar Guild Christmas Tree	\$	500.00
	Total	\$ 13,785.00

Atonement Foundation Annual Meeting Minutes

Atonement Lutheran Church Foundation Annual Meeting January 26, 2025

Keith Pittrich called the meeting to order by referring everyone to pages 29-33 of the annual report. He reminded everyone the foundation is a separate entity founded years ago and allows member to give annually and as part of their legacy giving.

Keith then asked for a motion to accept the minutes from last year. A motion was provided by Keith Mundy, it was seconded by Randy McColley and was passed.

Keith then referred everyone to the narrative and financial report on pages 29 to 33. The foundation balance grew from \$142,837 to \$180,589 due to appreciation in stock and an increase in contributions which totaled \$28,958.

The foundation approved three grants in 2024 totaling \$5,500. Grant recipients included the Heart-to-Heart initiative and Camp Tomah Shinga. The foundation has been giving grants for 11 years totaling over \$85,000 while still growing the foundation assets.

The current board members were recognized including Tom Assel, Dave Lind, Jane Fuhrman, and Ricki Neuman. The following board members will be leaving due to term limits and were thanked including Sandy Boutelle, Paul Krueger, Toni Pearson, Joel Meyer, and Keith Pittrich.

An election of new board members was held, and the following have agreed to serve: Dennis Allerheiligen, Erik Jertson, Erik Olsen, Cindy Peine, and Greg Smith. There was a motion for nominations to cease by Keith Mundy and a second by Cathy Dykman-Acinger and the motion carried, and the nominations ceased. There was a motion to accept the candidate presented by John Jensen, seconded by Jim Thorpe, and the candidates were elected.

Keith thanked the congregation for their continued support of the foundation and there was a motion to adjourn the meeting, which was provided by Keith Mundy, it was seconded by Cathy Dykman-Acinger, and the meeting adjourned.

Respectfully submitted, Joel Meyer, Secretary

Atonement Lutheran Church Financials

Treasurer Report

Prepared by Mike Daley
Atonement Treasurer

In this report, I will highlight 2025 financial results as well as provide an overview of the 2026 budget.

2025 Financial Results

- On a cash basis (adjusted to add back depreciation and deduct mortgage cost and fixed asset contributions) the operating deficit was only (\$5,000), compared to 2024 deficit of (\$52,000). The reported operating surplus, excluding the mortgage for 2024, was \$13,000.
- 2025 General Fund giving was similar to last year but below our budget by \$25,000, or 2%. However, total 2025 income, including direct giving to Campus Sustainment and other income, was higher \$127,000 and better than budget \$116,000!
- Total expenses were \$8,000 less than we budgeted. The primary differences to budget were:
 - Salaries and benefits were better \$22,000 primarily due to the Director of Outreach retirement without replacement
 - Property and utilities were worse \$31,000 due to unbudgeted repairs, inspections, higher energy costs and more snowfall than expected
 - Youth spending across KFam and YFam was lower \$4,000
 - Outreach expense was better due to excess funds in the reserve account resulting in a lower transfer
 - All other categories were \$9,000 better
- As a reminder, when we paid off the mortgage, we re-allocated those dollars to additional staff, in particular a Director of Communications and Associate Pastor. In addition, we started budgeting for and saving \$150,000 per year for Campus Sustainment. See summary of the Campus Sustainment account below
- Cash balances (excluding dedicated accounts) were \$113,000 compared to \$138,000 a year ago.

2026 Budget Overview

Expenses - 2026 budget expenses were developed based on input from Atonement Staff and a review of historical spending for areas such as repairs, maintenance and utilities. Atonement continues to experience rising cost of services including cost of living increases for staff. Overall expenses are higher \$57,000 compared to the 2025 budget. Below are several areas of note regarding expenses (all comparisons are to 2025 budgeted income/expense, unless noted):

- Synod giving and Outreach ministry are consistent with prior years
- Added \$32,600 to the expense budget for the balance due Horizons for their work on our capital campaign

- Salaries and benefits decreased \$19,000, or 2%. Salaries increased 3% and we experienced a sharp increase in benefits costs which were partially offset by the Director of Outreach position which will not be filled
- The budget again includes a \$150,000 allocation to Campus Sustainment. Once the final loan terms are known we will re-allocate part of this budget to debt service (i.e. interest cost)
- Property and Utilities are higher \$29,000 compared to the 2025 budget due to additional budgeted costs for regular maintenance and expected higher gas and electric costs after a 2025 audit resulted in higher costs
- Communications budget increased \$4,000 due to more contract artist usage
- KFam was increased \$8,000, with the primary driver being the return of VBS in 2026.

Giving - Total gifts pledged through the Fall stewardship campaign were up approximately 5%. It is important to remember that pledged amounts are always below the actual giving (and expenses). In addition, we experienced a meaningful response from the Congregation during 2025 resulting in solid giving improvement that improved our cash position heading into 2026. For those reasons, and after prayerful consideration, the giving budget was increased \$57,000 or 4% compared to the 2025 budget. This would represent a 2% increase over where we expect to end 2025.

Campus Sustainment Fund - Our Campus sustainment fund has a balance of \$201,000 as of December 31, 2025 compared to \$190,000 as of December 31, 2024. We completed some large projects in 2025 including a brand new fire system - \$304,000, a new building automation system - \$62,000 and necessary Plumbing and Gas line repair \$43,000. Each of these projects are a natural part of ongoing building maintenance and were important projects to ensure our campus is operating efficiently. We are also thankful to add over \$280,000 to Campus Sustainment during 2025, continuing our commitment to the long-term viability of our campus for ministry. As we embark on our Capital Campaign in 2026 and go-forward, ***it is important to remember that Campus Sustainment giving should be gifts over and above general fund giving.***

In closing, thank you for the continued financial support of Atonement and the important ministries we collectively share. I am continually thankful for the generous engagement of our congregation look forward to continuing in 2026 and beyond.

Respectfully submitted,

Mike Daley
Atonement Treasurer

Audit Report

On December 18, 2025, at the Congregational Council Meeting, the Finance Committee along with the Treasurer and Secretary proposed an update to amend the Atonement Constitution to change the instructional terms for the Audit Committee and the specified period to complete the annual audit report.

The previous language specified the audit to be completed in full and presented to the Congregation at the annual meeting. Which when paired with the deadline to send out the digital copy of the annual report at least one week prior to the annual meeting, left the staff and Audit Committee only the first 7-14 days each January to prepare and complete the audit.

Prior language:

C13.03.A13. The *Audit Committee* shall audit the financial records of the Congregation proper and shall present its report in writing to the Congregation at the annual meeting.

The new terms allow the audit to be completed within 120 days (by May 1) and then requires the report to be presented to the congregation within the next 30 days after its completion (at latest by May 31/June 1), which better aligns with common business and organizational practices. This changes the Audit Committee sharing the audit report from the Annual Meeting in January, to now sharing it at the Congregational Election Meeting, always scheduled for the third weekend in May.

Updated language:

C13.03.A25. The *Audit Committee* shall conduct an audit of the financial records each year no later than one hundred twenty (120) days after the end of the previous fiscal year, and shall present its report in writing to the Congregation no later than thirty (30) days after the audit's completion.

The provision in the Constitution that defines the Audit Committee Instructions as specified in section [C13.03.A13], is a Continuing Resolution, which Continuing Resolutions are permitted to be adopted or amended by either congregational approval or Council approval:

***C18.02.** Continuing resolutions shall be enacted or amended by a majority vote of a meeting of this congregation or a two-thirds vote of all voting members of the Congregation Council.

As a Council of 10 voting members, amending Continuing Resolutions require an approval of 7 affirmative votes to pass – which the Council approved unanimously on December 18, 2025, effective immediately.

The finalized audited financial report for fiscal year 2025 will be planned to be shared at or before the next Congregational Election Meeting on Sunday, May 17, 2026.

Respectfully submitted,

Neil Pfeiffer
Atonement Secretary

Atonement Lutheran Church Statement of Financial Condition

Atonement Lutheran Church Statement of Financial Condition

	As of Dec 31, 2025 (unaudited)	As of Dec 31, 2024 (audited)
ASSETS		
Current Assets		
Bank Accounts		
EQUITY BANK CHECKING	\$ 113,557.90	\$ 137,659.60
EQUITY BANK MM- RESERVED FUNDS	355,794.95	272,038.00
Total Bank Accounts	469,352.85	409,697.60
Fixed Assets		
ACCUMULATED AMORTIZATION	(7,500.00)	(7,500.00)
ACCUMULATED DEPRECIATION	(6,307,084.23)	(6,089,196.39)
EDUCATION/OFFICE BUILDING	1,302,729.99	1,302,729.99
LAND	250,000.00	250,000.00
LOAN FEE	7,500.00	7,500.00
NEW SANCTUARY	6,043,167.40	6,043,167.40
PERSONAL PROPERTY	1,086,789.66	823,513.23
PIPE ORGAN	608,828.03	608,828.03
Total Fixed Assets	2,984,430.85	2,939,042.26
TOTAL ASSETS	\$ 3,453,783.70	\$ 3,348,739.86
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
PAYROLL LIABILITY		
ANNUITY PAYABLE	0.00	104.18
Total PAYROLL LIABILITY	0.00	104.18
PREPAID ADVANCED GIVING		
ADVANCED GIVING CAMPUS SUSTAINMENT	0.00	8,000.00
ADVANCED GIVING CURRENT YEAR	0.00	0.00
ADVANCED GIVING EOY	28,952.00	38,600.00
ADVANCED GIVING PRIOR YEAR	0.00	0.00
Total PREPAID ADVANCED GIVING	28,952.00	46,600.00

RESERVED FUNDS**DEDICATED MEMORIALS**

BUILDING	1,690.00	1,690.00
CARING CONNECTION	3,146.40	4,117.74
MEMORIALS- GENERAL	6,079.86	6,536.62
MEMORIALS- RESTRICTED	6,816.46	13,395.16
WORSHIP	745.00	1,460.00
YFAM/KFAM	3,470.87	3,650.63

Total DEDICATED MEMORIALS

21,948.59

30,850.15

DEDICATED ACCOUNTS

ATONEMENT FOUNDATION	68,976.64	17,059.52
GOOD SAMARITAN FUND	176.24	630.00
OUTREACH ADVISORY		
MLM	0.00	80.00
MLM CHRISTMAS STORE	5,597.91	445.48
OPPORTUNITY FUND	0.00	2,287.33
OUTREACH MINISTRY	15,616.40	13,049.11

Total OUTREACH ADVISORY

21,214.31

15,861.92

SMALL GROUP MINISTRY

ALPHA	0.00	376.64
XYZ	565.46	560.31
Total SMALL GROUP MINISTRY	565.46	936.95

SPECIAL PROJECTS

CAMPUS SUSTAINMENT	201,033.04	190,086.56
CHAIRS	2,761.74	2,761.74
COMMUNICATIONS	0.00	91.46
NEXT LEVEL GENEROSITY	20,815.00	0.00
PIANO FUND	1,299.01	299.01

Total SPECIAL PROJECTS

225,908.79

193,238.77

STAFF

PASTOR'S GIFT	80.00	160.00
ABBATICAL ASSOC PASTOR	2,190.00	1,050.00
ABBATICAL SENIOR PASTOR	1,188.17	2,212.90
STAFF CHRISTMAS GIFT	202.07	1,320.00

Total STAFF

3,660.24

4,742.90

WORSHIP		
ALTAR FLOWERS	216.00	0.00
EASTER/CHRISTMAS GARDEN	2,509.18	2,116.86
LIBRARY FUND	0.00	396.45
MUSIC FUND	5,310.00	2,000.00
Total WORSHIP	8,035.18	4,513.31
YOUTH DEDICATED		
CONNIE CONFIRMATION CAMP	2,626.85	2,626.85
KFAM MINISTRY	1,205.70	0.00
LLOYD JENSON CAMP	680.98	1,117.13
NOISY OFFERING	589.97	610.99
YOUTH MISSIONS	206.00	899.51
Total YOUTH DEDICATED	5,309.50	5,254.48
Total DEDICATED ACCOUNTS	333,846.36	242,237.85
Total RESERVED FUNDS	355,794.95	273,088.00
Total Other Current Liabilities	384,746.95	319,792.18
Total Current Liabilities	384,746.95	319,792.18
Total Liabilities	384,746.95	319,792.18
Equity		
ACCUMULATED CAPITAL	2,374,136.72	2,374,136.72
Retained Earnings	654,810.96	709,686.27
Net Income	40,089.07	(54,875.31)
Total Equity	3,069,036.75	3,028,947.68
TOTAL LIABILITIES AND EQUITY	\$ 3,453,783.70	\$ 3,348,739.86

2025 Statement of Financial Activity

Atonement Lutheran Church Statement of Financial Activity

	For the Year Ended	
	2025 (Unaudited)	2024 Audited
Income		
GENERAL FUND	\$ 1,119,183.05	\$ 1,188,482.18
ADVANCED GENERAL FUND	216,839.50	142,323.72
EASTER OFFERING	0.00	4,275.13
LENTEN	0.00	70.00
LOOSE OFFERING	23,104.31	20,347.00
Total GENERAL FUND	<u>1,359,126.86</u>	<u>1,355,498.03</u>
DEDICATED FUNDS		
CAMPUS SUSTAINMENT FUND	121,643.22	0.00
OTHER DEDICATED FUNDS	7,724.06	8,295.00
Total DEDICATED FUNDS	<u>129,367.28</u>	<u>8,295.00</u>
OTHER INCOME		
INTEREST INCOME	8,382.32	7,517.21
Total OTHER, MISC	11,524.63	12,788.58
USE OF FACILITIES	10,510.00	7,958.00
Total OTHER INCOME	<u>30,416.95</u>	<u>28,263.79</u>
Total Income	\$ 1,518,911.09	\$ 1,392,056.82
Expenses		
BANK FEES		
BANK CHARGES	\$ 1,253.56	\$ 1,225.95
CREDIT CARD FEES	4,973.86	4,949.56
Total BANK FEES	<u>6,227.42</u>	<u>6,175.51</u>
BENEVOLENCE		
CENTRAL STATES SYNOD	59,100.00	69,000.00
OUTREACH ADVISORY		
HILLCREST HOUSING	5,100.00	5,000.00
HOLLIS RENEWAL CENTER	2,100.00	2,100.00
JFS FOOD PANTRY	2,400.00	3,120.00
JOCO IHN	0.00	917.00
M.L.M.	0.00	158.00
M.L.M. JOCO	4,500.00	4,700.00
MLM CHRISTMAS STORE	3,000.00	2,925.00
OP FOOD PANTRY	0.00	237.00
OPPORTUNITY FUND	0.00	4,000.00
OUTREACH	19,870.00	22,540.00
Total OUTREACH ADVISORY	<u>36,970.00</u>	<u>45,697.00</u>
Total BENEVOLENCE	<u>96,070.00</u>	<u>114,697.00</u>

CARING MINISTRY		
GRIEF	1,199.74	775.20
SUPPORT	159.46	428.09
VISITATION	264.21	162.79
Total CARING MINISTRY	1,623.41	1,366.08
COMMUNICATIONS		
CONTRACT ARTIST	54.60	0.00
EXTERNAL ADVERTISING & MARKETING	880.19	225.79
SUPPLIES & MATERIALS	2,228.73	2,990.67
Total COMMUNICATIONS	3,163.52	3,216.46
EDUCATION		
ADULT - EDUCATION	1,200.00	1,400.00
SMALL GROUP MINISTRY	6.99	0.00
Total EDUCATION	1,206.99	1,400.00
FOOD SERVICE		
CAFE	4,454.97	4,213.24
FELLOWSHIP	2,092.42	4,122.70
KITCHEN	1,894.96	1,260.27
Total FOOD SERVICE	8,442.35	9,596.21
HUMAN RESOURCES H/R		
BACKGROUND CHECKS	234.00	61.35
CONVENTIONS/SEMINARS	1,523.07	1,900.00
EDUC - CARING MINISTRY	0.00	1,463.49
EDUC - COMMUNICATIONS	0.00	154.00
EDUC - KFAM DIRECTOR	0.00	341.76
EDUC - MUSIC	0.00	565.00
EDUC - NURSERY	0.00	110.00
EDUC - SENIOR PASTOR	0.00	40.00
EDUC - STAFF	0.00	328.80
EDUC - YFAM DIRECTOR	0.00	1,179.49
OTHER PERSONNEL EXPENSES	51.00	329.53
PROF EXPENSE - PJ	871.03	0.00
PROF EXPENSE - PZ	1,504.35	1,666.29
STAFF MILEAGE EXPENSES	0.00	1,963.36
STAFF RELATIONS	1,443.94	2,141.29
Total HUMAN RESOURCES H/R	5,627.39	12,244.36

NEW MEMBERS	750.58	270.00
STEWARSHIP	648.81	921.87
Total MISC	1,399.39	1,191.87
OFFICE/ ADMIN		
COPIER PAPER	4,897.88	6,130.54
IT HARDWARE	8,376.59	4,746.16
IT SOFTWARE	8,828.05	7,059.47
IT SUPPORT	6,649.09	4,767.31
LEASED EQUIPMENT	11,207.14	10,749.26
OFFICE SUPPLIES & MISC.	1,878.60	3,358.37
POSTAGE	2,844.03	2,700.57
PRINTING	1,205.79	941.03
PUBLICATIONS	2,095.89	2,286.10
Total OFFICE/ ADMIN	47,983.06	42,738.81
PAYROLL		
FICA - EMPLOYER	28,112.61	26,817.29
HOUSING - INTERN	21,000.00	21,000.00
HOUSING - SENIOR PASTOR	40,000.08	39,750.08
PAYCOR - CONTRACT	9,407.19	6,033.79
SALARIES	483,508.16	474,086.92
BENEFITS	154,699.21	145,635.90
SABBATICAL ASSOC PASTOR	1,140.00	1,050.00
SABBATICAL SENIOR PASTOR	1,060.00	0.00
Total SALARIES	640,407.37	620,772.82
WORKERS COMPENSATION	4,487.00	2,448.00
Total PAYROLL	743,414.25	716,821.98
PROPERTY MGMT		
BUILDING & GROUNDS		
BUILDING SUPPLIES	7,045.15	4,214.08
CUSTODIAN SERVICES	37,890.00	37,800.00
CUSTODIAN SUPPLIES	3,456.72	1,668.43
HVAC	21,507.99	0.00
INSPECTIONS & CONTRACTS	24,531.14	25,229.86
INSURANCE	35,252.25	32,745.50
LANDSCAPING	8,767.97	14,423.80
REAL ESTATE TAXES	2,583.00	2,520.00
REPAIRS	16,238.06	28,081.75
SNOW REMOVAL	16,138.50	8,251.00
TRASH COLLECTION	8,485.06	6,230.67
Total PROPERTY MGMT	181,895.84	161,165.09

THRIVENT FINANCIAL INTEREST	0.00	399.30
TRANSFER TO CAMPUS SUSTAINMENT	150,000.00	150,000.00
TRANSFER TO DEDICATED	129,367.28	8,295.00
<hr/>		
UTILITIES		
INTERNET	1,468.80	1,442.75
KANSAS GAS SERVICE	11,011.12	6,381.22
KCP&L	44,366.12	38,954.18
PHONE	4,229.96	4,612.10
WATER DISTRICT #1	9,659.64	4,884.07
Total UTILITIES	70,735.64	56,274.32
<hr/>		
WORSHIP		
ALTAR GUILD	1,954.85	1,887.96
CONTRACT MUSICIANS	39,300.00	47,150.00
SUPPLY PREACHER	250.00	1,150.00
WORSHIP LIFE	11,251.82	10,823.59
Total WORSHIP	52,756.67	61,011.55
<hr/>		
YOUTH		
KFAM		
4TH FRIDAYS	0.00	361.15
FAITHFUL FAMILIES	3,955.65	1,487.03
MILESTONES	472.13	571.48
MUSICAL	1,140.11	803.70
NURSERY	562.37	719.59
RELATIONAL MINISTRY	101.61	297.51
SUNDAY SCHOOL	5,464.48	7,551.12
VBS	0.00	5,794.00
Total KFAM	11,696.35	17,585.58

YFAM		
ACTIVITIES & EVENTS	2,884.77	4,066.19
CONFIRMATION	0.00	1,535.47
CURRICULUM	291.30	731.00
MILESTONES	447.88	1,545.10
RELATIONAL MINISTRY	886.37	947.37
RETREATS	1,899.14	2,220.76
SUMMER TRIPS	6,191.59	4,008.74
Total YFAM	12,601.05	15,054.63
Total YOUTH	24,297.40	32,640.21
Total Expenses	1,524,210.61	1,379,233.75
Net Operating Income	(5,299.52)	12,823.07
Other Income		
FIXED ASSET CONTRIBUTIONS	263,276.43	113,924.00
Total Other Income	263,276.43	113,924.00
Other Expenses		
FIXED ASSETS EXPENSE		
AMORTIZATION EXPENSE	0.00	156.25
DEPRECIATION EXPENSE	217,887.84	181,466.13
Total FIXED ASSETS EXPENSE	217,887.84	181,622.38
Total Other Expenses	217,887.84	181,622.38
Net Other Income	45,388.59	(67,698.38)
Net Income	\$ 40,089.07	\$ (54,875.31)

2026 Budget vs. 2025 Comparison

	A	B	C	D	E	F	G	H	I	J	K	L
1												
2												
3												
4												
5												
6	Income											
7	GENERAL FUND	1,241,140	1,119,183		121,957	11%	1,228,000	13,140	1%			
8	ADVANCED GENERAL FUND	182,000	216,840		(34,840)	-16%	128,600	53,400	42%			
9	EASTER OFFERING	-	-		-		4,300	(4,300)	-100%			
10	LENTEN	-	-		-		2,700	(2,700)	-100%			
11	LOOSE OFFERING	23,000	23,104		(104)	0%	20,085	2,915	15%			
12	Total GENERAL FUND	1,446,140	1,359,127		87,013	6%	1,383,685	62,455	5%			
13	DEDICATED FUNDS											
14	CAMPUS SUSTAINMENT FUND	-	121,643		(121,643)	-100%	-	-	-			
15	OTHER DEDICATED FUNDS	-	7,724		(7,724)	-100%	-	-	-			
16	Total for DEDICATED FUNDS	-	129,367		(129,367)	-100%	-	-	-			
32	Total OTHER INCOME	13,205	30,417		(17,212)	-57%	19,200	(5,995)	-31%			
33	Total Income	1,459,345	1,518,911		(59,566)	-4%	1,402,885	56,460	4%			
34												
35	Expenses											
36	BANK FEES											
37	BANK CHARGES	1,260	1,254		(6)	-1%	1,260	-	0%			
38	CREDIT CARD FEES	4,440	4,974		534	11%	4,920	480	10%			
39	Total BANK FEES	5,700	6,227		527	8%	6,180	480	8%			
40												
41	CENTRAL STATE SYNOD	59,100	59,100		-	0%	59,100	-	0%			
43	OUTREACH	41,100	36,970		(4,130)	-11%	40,970	(130)	0%			
64	Total BENEVOLENCE	100,200	96,070		(4,130)	-4%	100,070	(130)	0%			
65												
66	CARING MINISTRY											
67	GRIEF	1,080	1,200		120	10%	1,080	-	0%			
68	SUPPORT	300	159		(141)	-88%	300	-	0%			
69	VISITATION	480	264		(216)	-82%	480	-	0%			
70	Total CARING MINISTRY	1,860	1,623		(237)	-15%	1,860	-	0%			

	A	B	C	D	E	F	G	H	I	J	K	L
5		2026	2025 Unaudited			Better/ (Worse) \$	Better/ (Worse) %	2025 Budget		Better/ (Worse) \$	Better/ (Worse) %	
71	EDUCATION											
72	ADULT - EDUCATION	1,200	1,200			-	0%	1,200		-	0%	
73	LIBRARY	-	-			-	-	-		-	-	
74	SMALL GROUP MINISTRY	-	7			7	100%	-		-	-	
75	Total EDUCATION	1,200	1,207			7	1%	1,200		-	0%	
76	FOOD SERVICE											
77	CAFE	4,020	4,455			435	10%	4,020		-	0%	
78	FELLOWSHIP	2,400	2,092			(308)	-15%	4,020	1,620	40%		
79	KITCHEN	2,160	1,895			(265)	-14%	1,500	(660)	-44%		
80	Total FOOD SERVICE	8,580	8,442			(138)	-2%	9,540	960	10%		
81	HUMAN RESOURCES H/R											
82	BACKGROUND CHECKS	-	234			234	100%	-		-	-	
83	CONVENTIONS/SEMINARS	650	1,523			873	57%	1,900	1,250	66%		
84	EDUC - CARING MINISTRY	-	-			-	-	-		-	-	
85	EDUC - KFAM DIRECTOR	-	-			-	-	-		-	-	
86	EDUC - SENIOR PASTOR	-	-			-	-	-		-	-	
87	EDUC - STAFF	-	-			-	-	-		-	-	
88	EDUC - YFAM DIRECTOR	-	-			-	-	-		-	-	
89	EDUC - NURSERY	-	-			-	-	-		-	-	
90	EDUC - COMMUNICATIONS	-	-			-	-	-		-	-	
91	EDUC - MUSIC	-	-			-	-	-		-	-	
92	OTHER PERSONNEL EXPENSES	-	51			51	100%	-		-	-	
93	PROF EXPENSE - PZ	1,500	871			(629)	-72%	1,500	-	0%		
94	PROF EXPENSE - PJ	1,600	1,504			(96)	-6%	1,500	(100)	-7%		
95	STAFF MILEAGE EXPENSES	500	-			(500)		1,200	700	58%		
96	STAFF RELATIONS	1,500	1,444			(56)	-4%	1,000	(500)	-50%		
97	Total HUMAN RESOURCES H/R	5,750	5,627			(123)	-2%	7,100	1,350	19%		
98	MISC											
99	NEW MEMBERS	2,000	751			(1,249)	-166%	300	(1,700)	-567%		
100												
101												
102												
103												

	A	B	C	D	E	F	G	H	I	J	K	L
5		2026	2025 Unaudited			Better/ (Worse) \$	Better/ (Worse) %	2025 Budget		Better/ (Worse) \$	Better/ (Worse) %	
104	STEWARDSHIP	32,600	649			(31,951)	-4925%	600		(32,000)	-5333%	
105	Total MISC	<u>34,600</u>	<u>1,399</u>			(33,201)	-2373%	<u>900</u>		(33,700)	-3744%	
106												
107	OFFICE/ ADMIN											
108	COPIER PAPER	5,400	4,898			(502)	-10%	5,000		(400)	-8%	
109	IT HARDWARE	9,500	8,377			(1,123)	-13%	8,000		(1,500)	-19%	
110	IT SOFTWARE	10,355	8,828			(1,527)	-17%	8,660		(1,695)	-20%	
111	IT SUPPORT	4,200	6,649			2,449	37%	4,200		-	0%	
112	LEASED EQUIPMENT	11,240	11,207			(33)	0%	10,728		(512)	-5%	
113	OFFICE SUPPLIES & MISC.	1,800	1,879			79	4%	3,000		1,200	40%	
114	POSTAGE	3,480	2,844			(636)	-22%	3,300		(180)	-5%	
115	PRINTING	1,200	1,206			6	0%	2,400		1,200	50%	
116	PUBLICATIONS	2,100	2,096			(4)	0%	3,240		1,140	35%	
117	Total OFFICE/ ADMIN	<u>49,275</u>	<u>47,983</u>			(1,292)	-3%	<u>48,528</u>		(747)	-2%	
118												
119	PAYROLL											
120	FICA - EMPLOYER	28,140	28,113			(27)	0%	30,452		2,312	8%	
121	HOUSING - ASSOCIATE PASTOR	21,000	21,000			-	0%	21,000		-	0%	
122	HOUSING - SENIOR PASTOR	40,000	40,000			0	0%	40,000		-	0%	
123	PAYCOR - CONTRACT	3,100	9,407			6,307	67%	6,600		3,500	53%	
124	SALARIES	490,140	483,508			(6,632)	-1%	507,337		17,197	3%	
125	BENEFITS	159,640	154,699			(4,941)	-3%	155,346		(4,294)	-3%	
126	ABBATICAL SENIOR PASTOR	1,140	1,140			-	0%	1,060		(80)	-8%	
127	ABBATICAL ASST PASTOR	1,060	1,060			-	0%	1,140		80	7%	
128	Total SALARIES	<u>651,980</u>	<u>640,407</u>			(11,573)	-2%	<u>664,883</u>		<u>12,903</u>	2%	
129	WORKERS COMPENSATION	2,400	4,487			2,087	47%	2,400		-	0%	
130	Total PAYROLL	<u>746,620</u>	<u>743,414</u>			(3,206)	0%	<u>765,335</u>		<u>18,715</u>	2%	
131												
132	PROPERTY MGMT											
133	BUILDING SUPPLIES	5,000	7,045			2,045	29%	7,200		2,200	31%	
134	CUSTODIAN SERVICES	37,800	37,890			90	0%	37,800		-	0%	
135	CUSTODIAN SUPPLIES	3,600	3,457			(143)	-4%	2,520		(1,080)	-43%	

	A	B	C	D	E	F	G	H	I	J	K	L
5		2026	2025 Unaudited			Better/ (Worse) \$	Better/ (Worse) %	2025 Budget		Better/ (Worse) \$	Better/ (Worse) %	
136	HVAC	18,000	21,508	3,508	16%			-		(18,000)		
137	INSPECTIONS & CONTRACTS	25,225	24,531	(694)	-3%			22,115		(3,110)	-14%	
138	INSURANCE	40,505	35,252	(5,253)	-15%			36,732		(3,773)	-10%	
139	LANDSCAPING	9,900	8,768	(1,132)	-13%			8,940		(960)	-11%	
140	REAL ESTATE TAXES	2,655	2,583	(72)	-3%			2,500		(155)	-6%	
141	REPAIRS	18,000	16,238	(1,762)	-11%			25,200		7,200	29%	
142	SNOW REMOVAL	14,000	16,139	2,139	13%			7,000		(7,000)	-100%	
143	TRASH COLLECTION	5,400	8,485	3,085	36%			5,400		-	0%	
144	Total PROPERTY MGMT	<u>180,085</u>	<u>181,896</u>	<u>1,811</u>	<u>1%</u>			<u>155,407</u>		<u>(24,678)</u>	<u>-16%</u>	
145												
146	Reimbursable Expenses	-	-	-				-		-		
147	MORTGAGE INTEREST	-	-	-				-		-		
148	CAMPUS SUSTAINMENT	150,000	150,000	-	0%			150,000		-	0%	
149	TRANSFER TO DEDICATED	-	129,367	129,367	100%			-		-		
150	Unapplied Cash Bill Payment Expense	-	-	-				-		-		
151												
152	UTILITIES											
153	INTERNET	1,500	1,469	(31)	-2%			1,500		-	0%	
154	KANSAS GAS SERVICE	12,000	11,011	(989)	-9%			9,935		(2,065)	-21%	
155	KCP&L	49,500	44,366	(5,134)	-12%			47,504		(1,996)	-4%	
156	PHONE	4,450	4,230	(220)	-5%			4,620		170	4%	
157	WATER DISTRICT #1	2,700	9,660	6,960	72%			2,395		(305)	-13%	
158	Total UTILITIES	<u>70,150</u>	<u>70,736</u>	<u>586</u>	<u>1%</u>			<u>65,954</u>		<u>(4,196)</u>	<u>-6%</u>	
159												
160	WORSHIP											
161	ALTAR GUILD	2,250	1,955	(295)	-15%			1,980		(270)	-14%	
162	CONTRACT MUSICIANS	42,445	39,300	(3,145)	-8%			36,000		(6,445)	-18%	
163	SUPPLY PREACHER	500	250	(250)	-100%			500		-	0%	
164	WORSHIP LIFE	8,275	11,252	2,977	26%			14,940		6,665	45%	
165	Total WORSHIP	<u>53,470</u>	<u>52,757</u>	<u>(713)</u>	<u>-1%</u>			<u>53,420</u>		<u>(50)</u>	<u>0%</u>	
166												
167	COMMUNICATIONS											
168	EXTERNAL ADVERTISING & MARKETING	3,495	880	(2,615)	-297%			3,240		(255)	-8%	

	A	B	C	D	E	F	G	H	I	J	K	L
5		2026		2025 Unaudited		Better/ (Worse) \$	Better/ (Worse) %		2025 Budget		Better/ (Worse) \$	Better/ (Worse) %
169	CONTRACT ARTIST	5,040	55		(4,985)	-9131%			1,140		(3,900)	-342%
170	COMM - SUPPLIES & MATERIALS	5,400	2,229		(3,171)	-142%			4,740		(660)	-14%
171	Total COMMUNICATIONS	<u>13,935</u>	<u>3,164</u>		<u>(10,771)</u>	<u>-340%</u>			<u>9,120</u>		<u>(4,815)</u>	<u>-53%</u>
172	YOUTH											
173	KFAM											
175	4TH FRIDAYS	600	-		(600)				-		(600)	
176	CAMP	50	-		(50)				-		(50)	
177	FAITHFUL FAMILIES	3,000	3,956		956	24%			2,004		(996)	-50%
178	MILESTONES	600	472		(128)	-27%			600		-	0%
179	MUSICAL	700	1,140		440	39%			675		(25)	-4%
180	NURSERY	1,020	562		(458)	-81%			1,020		-	0%
181	RELATIONAL MINISTRY	250	102		(148)	-146%			240		(10)	-4%
182	SUNDAY SCHOOL	10,000	5,464		(4,536)	-83%			9,480		(520)	-5%
183	VBS	6,200	-		(6,200)				-		(6,200)	
184	Total KFAM	<u>22,420</u>	<u>11,696</u>		<u>(10,724)</u>	<u>-92%</u>			<u>14,019</u>		<u>(8,401)</u>	<u>-60%</u>
185	YFAM											
187	ACTIVITIES & EVENTS	4,000	2,885		(1,115)	-39%			4,002		2	0%
188	CONFIRMATION	-	-		-				-		-	
189	CURRICULUM	-	291		291	100%			750		750	100%
190	MILESTONES	1,000	448		(552)	-123%			1,000		-	0%
191	RELATIONAL MINISTRY	1,500	886		(614)	-69%			1,500		-	0%
192	RETREATS	1,500	1,899		399	21%			3,000		1,500	50%
193	SUMMER TRIPS	6,000	6,192		192	3%			4,000		(2,000)	-50%
194	YOUNG ADULTS-ACTIVITIES & EVENTS	1,500	-		(1,500)				-		(1,500)	
195	Total YFAM	<u>15,500</u>	<u>12,601</u>		<u>(2,899)</u>	<u>-23%</u>			<u>14,252</u>		<u>(1,248)</u>	<u>-9%</u>
196	Total YOUTH	<u>37,920</u>	<u>24,297</u>		<u>(13,623)</u>	<u>-56%</u>			<u>28,271</u>		<u>(9,649)</u>	<u>-34%</u>
197	Total Expenses	<u>1,459,345</u>	<u>1,524,211</u>		<u>64,866</u>	<u>4%</u>			<u>1,402,885</u>		<u>(56,460)</u>	<u>-4%</u>
198	Net Operating Income	-			(5,300)				-		-	

2025 Membership Report

	Baptized	Confirmed
Baptized/Confirmed Membership as of 12/31/2024	1070	888
Members Received during 2025		
Baptism of Children (under age 15)	11	
Baptism/Confirmation of Adults		
Affirmation of Faith	7	
Transfer	12	
Other Sources & Statistical Adjustment	13	
Total New Members Received	43	
Existing Baptized Members Confirmed in 2025		
Confirmation of Children (Parents Members)	6	
Confirmation of Children (Parents Non-Members)		1
Confirmation of Adults		
Total Existing Baptized Members Confirmed	7	
Total Baptism/Confirmed Members Added	43	
Members Removed During 2025		
Death	14	
Transfer	12	
For Other Reasons & Statistical Adjustment	7	
Total Membership Removed	33	
Net Change in Baptized/Confirmed Membership in 2025		
Statistical Adjustment	+9	
Baptized/Confirmed Membership as of 12/31/2025	1089	895

2025 Attendance Report

	2025	2024	2023	2022	2021
Average Weekly Attendance					
In Person	335	322	309	303	203
*Livestream (per ELCA)	360	256	302	328	522
Ash Wednesday					314
In Person	256	248	241	285	
Livestream	310	0	204	162	
Palm Sunday Weekend					
5:00pm - In Person	91	106	115	73	57
8:30am - In Person	176	177	209	141	
8:30am - Livestream	328	332	516	215	
11:00am - In Person	221	295	188	223	824
Maundy Thursday - In Person/LS	205 / 220	187/186	257/218	230	88
*Good Friday - In Person/LS	304 / 231	252/378	285/266	276	752
Easter Vigil - In Person/LS	100 / 0	101	98	133	0
Easter Sunday					
8:30am - In Person	501	428	483	370	
*8:30am - Livestream	622	516	682	566	1158
11:00am - In Person	502	527	478	456	300
Thanksgiving Eve	0	0	0	0	0
Traveler's Christmas	0	0	0	0	0
Christmas Eve					
4:30pm - In Person	556	543	613	474	701
4:30pm - *Livestream (per ELCA)	0	0	0	672	660
7:30pm - In Person	448	488	522	403	
7:30pm - Livestream	572	584	546	390	
Christmas Day					
10:00am - In Person	0	55	55	65	90
10:00am - *Livestream (per ELCA)	0	0	119	204	106

*2021 Per ELCA - congregations should take the number of views for a 7-day period following the service, then multiply that number x 2. *"We recognize it's difficult to know how many people were watching from a given household, but we feel this multiplier will give a good average in most cases."*

2025 In Memoriam

We give thanks to God for the promise of everlasting life in Christ our Lord;
a promise that fills us with hope and comfort as we now remember
the members of this congregation who died in 2025:

Patricia	Schroeder	01/12/2025
Marilyn	Brace	01/23/2025
Greg	Lang	02/21/2025
Pat	Eckart	03/21/2025
Jon	Bowers	04/22/2025
Obed	Thompson	04/22/2025
Arthur	Peterson	09/16/2025
Janet	Eaton	09/18/2025
Lorraine	Heidenburg	09/19/2025
Paul	Olson	10/03/2025
Jo Ann	Prange	10/22/2025
Dorothy	Dykman	10/25/2025
Mark	Moxley	11/01/2025
Ike	Eugster	12/09/2025

Atonement Lutheran Church Staff

Zac Sturm
Senior Pastor

Jordan Stone
(She/Her)
Associate Pastor

Julie Assel
Director of Handbells and Youth Instrumental Music

Nathan Choate
(He/Him)
Director of Communications

Rick Deasley
Director of Worship/Organist

Penny Eaton
Catering Advisor

Dr. Ray Feener
Director of Adult Choirs

Traci Johnson
Director of Financial Operations

Boo McCready
Director of Kids and Family Ministries (KFaM)

Erin Neuman
Director of Kids' Care

Toni Pearson
Director of Operations

Drew Renollet
Director of Youth & Family Ministries (YFaM)

To learn more about Atonement's staff or contact a staff member,
please visit www.atoneluth.org/staff.



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